

SHEFFIELD TIGERS R.U.F.C. CODES OF CONDUCT

Codes of Conduct are guidelines for everyone at Sheffield Tigers R.U.F.C. to adhere to, to ensure that everyone has a fun and safe time. Our Coaches hold Enhanced RFU Disclosure and Barring certificates and will adhere to our Health and Safety and Child Protection Policies at all times. These documents are available on advance request to Nicola Gillott, Child Safeguarding Officer, (Contact Details are on the notice board and web-site). In addition, Sheffield Tigers Child Protection Policy is available on www.sheffielddtigers.co.uk

PLAYERS CODES OF CONDUCT

Players and participants at Sheffield Tigers R.U.F.C. are expected to follow the guidelines outlined below. In doing so, they and their teammates will take more from the session and have a more enjoyable and positive experience.

- Remember that skill development, fun and enjoyment are the most important parts of the game
- Play because you want to so, not to please coaches or parents
- Play to the Laws of the Game and accept, without question, all refereeing decisions
- Do not argue with the referee
- Control your temper - Verbal or physical abuse of team-mates, opponents, or match officials is not acceptable
- Never give up
- Be a good sport
- Be fair
- Work equally hard for yourself and your team – both will then benefit
- Don't be selfish
- Don't show off
- Recognise good play by all players on your team and by your opponents
- Treat all players, as you would like to be treated. Do not interfere with, bully or take advantage of any fellow player
- Recognise that every young player has a right to expect their involvement in rugby to be safe and free from all types of abuse
- Understand that if an individual or group of young players feel they are not being treated in a manner that is acceptable, then you have a right to tell an adult either at the rugby club or outside of the game
- Understand the values of loyalty and commitment to adults and team-mates
- Recognise and appreciate the efforts made by coaches, parents, match officials and administrators in providing the opportunity for you to play the game and enjoy the rugby environment
- **“I always find that I learn more and achieve better performances when I have enjoyed my rugby. This means that the coaches have worked in a relaxed and friendly environment, that is Active, Purposeful, Enjoyable and Safe, and I have not given the coaches any reason to address my behaviour in the session.”** (Dave Walder, London Wasps and England Fly Half)

COACHES CODE OF CONDUCT

All coaching staff at Sheffield Tigers R.U.F.C. is expected to follow the following points, as well as adhere to our Child Protection and Health and Safety Policies.

The Coach/Player Relationship

Coaches – particularly of children – hold a powerful and unique leadership role, often carrying considerable authority and status. A closeness and mutual trust often accompany this role usually only held between parent and child. Coaches often unwittingly or wittingly assume this power and authority, and occasionally this influence spills over into a child's personal life. One of the challenges coaches repeatedly face is how to manage this potential power and balance the responsible and safe boundary between coach and performer. The challenge to do this is exacerbated by the need for the coaches to build high levels of trust from the children – particularly those involved in elite performance – to encourage them to change their behaviour to develop the level of commitment required to achieve their potential. Coaches of young children start by using their authority role to build a strong relationship or bond. Over time this hopefully positive influence can grow to be extremely strong and it is from this influence that trust grows. Where trust is given, there exists the potential for the abuse and misuse of power by a coach. This may be as a result of thoughtlessness, negligence or even wickedness. Even the passive abuse of power by a coach e.g. by questioning loyalty or commitment may produce a dangerous level of conformity and emotional dependency in a child. By seeking conformity and commitment to their own values and ideals, coaches may be exaggerating the need to conform at the price of the child's own personal development, self-determination, and independence. All coaches should be able to recognise the negative consequences of the power they may hold and the trust placed in them by children and parents.

- Respect the rights, dignity and worth of every player able all else.
- Place the well being and safety of the player above the development of performance.
- At the outset coaches should clarify with players and, where appropriate, their parents, exactly what is expected of them and what the players are entitled to expect of the coach.
- Coaches should co-operate fully with other specialists, e.g. fellow coaches, development officers etc.
- Coaches must respect a player's right to his or her personal development, independence and self-determination.
- Coaches must develop an appropriate working relationship with the players based on mutual trust and respect. Coaches must not exert any undue influence to gain any personal benefit or reward from players or their parents/guardians.
- Coaches must ensure and guide players to accept responsibility for their own behaviour and performance.
- Coaches must comply with any regulations laid down by the RFU, YRFU or Sheffield Tigers R.U.F.C., i.e. all opposition teams MUST show valid photo ID's before any matches can be played. Failure to ask for ID puts your players at physical risk and exposes yourself and your club to legal action. The Senior Committee WILL take action against any such failure by a member of the coaching staff.
- Be reasonable.
- Teach the players to play by the rules, always advocate the positive aspects of rugby and never condone rule violations or the use of prohibited substances.
- Avoid the overplaying of your best players by using a squad system which gives everybody a satisfactory amount of playing time.

COACHES CODE OF CONDUCT (cont)

- Never condemn.
- Provide positive verbal feedback in a constructive and encouraging manner, to all young players, both during coaching sessions and games.
- Ensure all youngsters are coached in a safe environment, with adequate first aid readily to hand.
- Record and report all requisite incidents on the Incident Report Form and send it on to the clubs CSO (Child Safeguarding Officer).
- Recognise the importance of fun and enjoyment when coaching young players. Most learning is achieved through doing!
- Provide experiences which are matched to the young players' ages and abilities, as well as their physical and mental development.
- Use the correct equipment and facilities for the age group that you are coaching.
- Good coaching means that players run with the ball.
- Doctor knows best - Never allow a player to train or play when injured.
- It's your players who matter – not their won/lost record.
- Be a positive role model – think what this implies.
- Respect all referees and the decisions they make (remember it could be you refereeing next week) and ensure that the players recognise that they must do the same.
- Develop an awareness of nutrition as part of an overall education in lifestyle management
- Ensure good supervision of young players, both on and off the field.
- Coaches will not meet children away from the rugby club without a parent/guardian being present, or in the case of older age groups without said parent/guardians permission
- Recognise that young players should never be exposed to extremes of heat, cold, or unacceptable risk of injury.
- Keep winning and losing in perspective – encourage young players to behave with dignity in all circumstances.

- **“As a Coach, I pride myself on making all of my sessions Active, Purposeful, Enjoyable and Safe. I find that this is the best way to get the best out of my players, at any stage in their career, and I believe that all the coaches at London Wasps follow these guidelines”** (Leon Holden, London Wasps Forwards Coach).

REMEMBER:

- Coaches working with young players up to the age of 8 must follow the guidelines laid down by the RFU rugby continuum, and not do any contact rugby training or drills.
- Coaches working with young players up to the age of 12 must follow the guidelines laid down by RFU rugby continuum.
- Coaches working with young players aged 13+ must be aware of the under-15 and under-19 law variations, including those that apply to cross border matches.

Procedures to be followed by Coaches where abuse is disclosed or suspected.

1. Create a safe environment by:

- Remaining calm and not rushing into actions that may be inappropriate.
- Confirming you know how difficult it must have been to confide in you.
- Reassuring the child and stressing that they are not to blame.
- Listening to and believing what the child says; show that you are taking the matter seriously
- Be honest and do not make promises that you cannot keep. Explain that you may have to tell other people in order to stop what is happening.
- Be clear about what the child says so that it can be passed on to child protection professionals.
- Keep questions to a minimum and avoid closed questions (i.e. ones that can be answered by a simple yes/no).
- Use open questions to encourage the child to use their own words. Do not lead the child or suggest words or ideas on what might have happened.

2. Record

- What the child has said to you, in a legible and accurate format, in the incident book.
- Facts and observations, not your opinion.
- The child's name, address, and date of birth.
- The date and time of the incident report.
- Exactly what the child said to you.
- Actions taken and contact with parents/agencies. Record the contact names and telephone numbers used.

3. Ensure:

- You date and sign the record.
- The club child protection co-ordinator or another coach witnesses the record.
- You maintain confidentiality; breaches of confidentiality can be very damaging to the child, family, the club and may seriously hinder any actions or investigations that may take place.
- You do not take sole responsibility; Consult with the club child protection co-ordinator or another coach as soon as possible, so that you can begin to protect the child and gain support for yourself in a difficult situation.
- You do not contact parents if you consider the child to be a victim of domestic abuse.
- Coaches must be aware that they are not childcare professionals and that the procedures set down are to be followed immediately they suspect abuse to have taken place. It is the role of the appropriate child care protection agencies and/or the police to investigate.

PARENTS/SPECTATORS CODE OF CONDUCT

All spectators and coaches are expected to adhere to these guidelines, and set a good example by being a positive role model for everyone involved in the coaching session. The points outlined below are guidelines to help you achieve this, and are applicable at all rugby coaching sessions and matches.

- Parents/guardians shall be encouraged to attend matches and coaching sessions and to accept responsibility for their child's safety and behaviour.
- A 'Good Conduct' guide is published in the Tigers Handbook and must be abided by at all times.
- Never force a child to play rugby
- Always remember children play rugby for *their* enjoyment not yours
- Encourage your child to play by the Rules/Laws
- Teach your child that victory isn't everything
- Never yell at a player for making a mistake
- Applaud good play – by either team
- Encourage your child to improve his/her skills through coaching
- Stay off the pitch
- Don't abuse anyone (especially the referee)
- At all times abide by the Club Rules which include:-
 - DO ensure your child is clean before meeting them in the clubhouse.
 - DON'T let them wear boots or dirty kit in the clubhouse.
 - DO keep behind the barriers/cones that separate the playing area from the spectating area at all times, for your safety and that of the players.
 - DON'T walk on or across any pitch, whether in use at that moment in time or not, as this is one of the biggest causes of damage to pitches.
 - DON'T take bicycles, prams, pushchairs or anything of a similar nature across a pitch as again they are one of the biggest cause of damage to pitches.

If a coach or club official talks to you about a breach of the Club Rules, albeit unintentional and some of which are outlined above, please take it in the spirit in which it is intended. Sheffield Tigers R.U.F.C. talk about OUR club and YOU, the parents and spectators are very much part of OUR club and as such we welcome your support and help in making it the success it is. The less we have to spend on pitches, litter collection, cleaning etc the more there is in the kitty to help out with specialist coaching, tours, kit, equipment etc. We all want the best for our children and we all need to do our bit to protect the environment we wish them to grow up in, at both a local level such as Tigers grounds and clubhouse as well as at a much higher global level.

- **Coaches at any level of rugby development deserve the best support from the parents, players and officials. Coaches work incredibly hard to engage the children in a safe and enjoyable initiative. As parents and spectators we have a large part to play in making all sessions as fun as possible for the participants and act as ambassadors for our clubs, schools and families.**

CHANGING ROOMS CODE OF CONDUCT & STANDARDS OF BEHAVIOUR

All players, spectators, parents and coaches are expected to adhere to these guidelines. They are there to protect ALL parties, including yourself and/or your child. Some of these measures are not limited to the changing rooms but are general procedures for coaches and first aiders.

- When at Tigers the Home changing rooms will be policed at all times by TWO coaches of the appropriate age group for that changing room. Parents will not normally be admitted. The coaches have been RFU DBS checked while parents haven't and as such the club must follow the RFU guidelines to protect their coaches, players and parents.
- A parent will be allowed into the changing room to accompany their child in the event of an injury to that child that requires treatment in the changing room.
- If a child is treated for an injury in the changing room by either a first aider and/or coach and no parent is present, the changing room door must be left open unless it may compromise the dignity of the injured player. If possible due to the nature of the injury the player must be asked and verbally consent to having the changing room door closed.
- Camcorders and mobile phones with cameras are not allowed to be used in the changing rooms.
- Do not participate in one to one coaching other than during a normal coaching session and always in the presence of other coaches and players.
- Do not allow or engage in inappropriate touching of any form.
- Do not make sexually suggestive comments about or to a child, even in jest.
- Do not refer to a child's ethnicity, religion, gender, disability, or sexuality in a way that is derogatory.
- Do not allow children to use inappropriate language unchallenged.
- Do not engage in sexually provocative games or horseplay.
- Do not do things of a personal nature for children that they can do for themselves.
- Immediately report incidents of inappropriate language, behaviour or abuse by another coach.
- Immediately report incidents of inappropriate language, behaviour or abuse by a child.

Breaches in any of these Codes of Conduct and/or Standards of Behaviour will be dealt with as outlined below:-

BREACHES OF CODES OF CONDUCT

If any Codes of Conduct are not being abided by, the following courses of action are available:-

Breach of Player/Participant Codes of Conduct:

A coach will act as appropriate if he/she feels that a player is not following any of the points from the code of conduct, unless there is deliberate physical or emotional abuse or bullying taking place between 2 or more participants.

Should this occur, the coach will ask the participant to sit out of the session, by the side of the playing area, in clear view of the coach for 5 minutes to "cool off". The Coach will reinforce the reasons why the participant/s have been excluded from the session, and will issue a final warning for that behaviour.

If this behaviour continues, the player will be excluded permanently and Chair of Junior Rugby Gary Saunders will be informed. If it is deemed necessary, Gary will contact the parent or nominated guardian for the player and discuss if any further actions are required.

Breach of Coach Codes of Conduct:

If you or anyone has a complaint about a coach or club officials conduct before, during or after a match, training session, meeting or event the issue can be brought to the immediate attention of the Club Chairman, Club President, Club Senior Vice President, Chair of Junior Rugby or any committee member.

Following a complaint, the issue will be investigated fully. Following the outcomes of this investigation, suitable actions will be taken, and if necessary the suitable authorities will be notified.

Breach of Parent/Spectator Codes of Conduct

If a parent or spectator witnesses a breach of the code of conduct, and the issue cannot be resolved peacefully, you can notify the Child Safeguarding Officer on site who will deal with the issue.

Sanctions resulting in a breach of the Parents/Spectators code of conduct vary from being asked to move away from the playing area to being expelled from the venue. The relevant authorities will also be notified if the offence is deemed serious enough.

If a player becomes uncomfortable as a result of aggressive or loud spectators, the player can inform the coach or their parent who will follow the steps from the 2nd paragraph of this section.

Should a Coach become aware of any breaches of the code of conduct, they should follow the guidelines as per the first 2 paragraphs of this section.

Should you have or encounter any problems, or would just like a confidential chat then please contact Sheffield Tigers R.U.F.C. club officials as follows:-

	Mobile	Email
Gary Saunders (Juniors Chair)	07557 226120	juniors@sheffielddtigers.co.uk
Nicola Gillott (CSO)	07796 320100	cso@sheffielddtigers.co.uk
Paul Walker (Club Chair)	07916 812161	chair@sheffielddtigers.co.uk
Ian Wragg (Club President)	07966 242809	president@sheffielddtigers.co.uk
Tim Waller (Club Secretary)	07904 221122	secretary@sheffielddtigers.co.uk