



## **Code of Conduct & child safety policy for coaches, referees & administrators**

### **1. Introduction & background**

NURFC has a successful and thriving Junior section covering boys and girls from under 7 years to 18 years. The club accepts that it has a responsibility to be continuously aware of the safety of the young players when they are involved in club activities.

This code of conduct & Child safety policy are designed to ensure full awareness of the issues and risks and to ensure that all adults involved with NRUFC Juniors make every effort to protect our young players.

### **2. Objectives of the Junior section**

NRUFC Junior section has the following aims and principles :

- To introduce young people to the game of rugby & to teach them its skills and laws
- To provide a safe environment for them to learn, train and play the game.
- To develop a sense of fair play and good sportsmanship by example.
- To make being a player at NRUFC fun and enjoyable.
- To develop adult players and/or life-long supporters of the game

### **3. Child safety co-ordinator**

In accordance with the recommendation of the RFU, NRUFC has appointed a Junior Section Child Safety co-ordinator.

This is Colin Naylor. Besides being a past captain of NRUFC, Vice Chairman of NRUFC Junior Section and an experienced Junior coach, he is also a former Inspector in Cheshire CID.

The primary responsibilities of this role are:

- To ensure all coaches have and understood the club's policies and procedure regarding child safety.



- To maintain the registration of coaches and to take up references or vet coaches as necessary
- To act as key contact person in the event of an 'incident'.
- To ensure recommended processes are followed.

#### **4. References**

Full reference has been made to the published RFU guidelines on child safety in preparing this policy document and the Coaches Code of Practice.

#### **5. Child Safety Policy**

NRUFC believes that taking part in sport should be a positive, development and enjoyable part of children lives.

We want to ensure, as far as is possible that our junior members are protected and kept safe from physical, sexual and emotional harm while they are with the Club's coaches, helpers and other volunteers.

To do this we have the following aims.

- All lead coaches for each age-group will become qualified to RFU Preliminary Award level
- All coaches will keep up to date with changing Rugby, coaching and child protection issues
- All coaches will be given a copy of this policy & code of conduct
- All coaches will complete the RFU coaching Registration form in full

All coaches will promote fair play and work strictly within the spirit of the laws of rugby and the RFU continuum for Mini, Midi and junior rugby. Wherever possible the coaches for age groups Under 7 to under 12 will include a woman (preferably the mother of a young player)

We will keep written records of registration, accidents and safety issues. The safety of the children will take precedence over all other issues. All coaches and parents will be made aware of the RFU 'RU Safe in rugby' programme. We will identify a person to deal with all concerns about physical, sexual or emotional abuse with the Junior section.



## **6. Coaches code of conduct for junior rugby**

Any coach working with young players with NRUFC is part of a structure which has many stakeholders and as such he/she has responsibilities to all of them :-

E.g. The club, the RFU The parents, The opposition, the game

This code has been written to remind or inform all junior coaches, referees and other club personnel of those responsibilities and the minimum standards of behaviour commensurate with fulfilling them. Each season every season every coach active in the junior Section will be called on to confirm that they have read, understood and intent to abide by this code.

### **6.1 Treatment of Players**

Rugby is only part of player's lives. Recognise this and allow for it in your demands and expectations of them.

Treat games against other clubs as lessons and opportunities to learn, not as tests.

Rugby is for everyone and NRFUC is for everyone. Do not rely on star players never have 'favourites' or make any players feel unwanted or a spare part. Share your time and effort equally with all players.

Never belittle or ridicule a player. Make every player feel valued and respected and build the self-esteem of all players

Use only positive feedback in coaching and game situations

Respect loyalty by players and be loyal to them. Don't dump regular and committed players because some new player has arrived however good they are.

Find out what makes each player 'tick' and motivates them. Be sensitive to changes in behaviour and mood.



Learn the facts about child development and the different physical, intellectual and emotional capabilities of the children you work with.

Never bully or victimise a child in any way and do not tolerate among the players

Remember young players develop at different rates. Today's poor player may be tomorrow's star - and today's star may fade.

Rugby is a potentially dangerous game which relies on each participant playing it in a spirit of mutual respect. Teach the players you work with the meaning of 'fair play' and set them a good example.

Rugby works best when sides are evenly matched. Insist on mixing and matching in ill-matched games.

A lot of thought went into the design of the Continuum. Understand it and fully abide by it - you have no choice it is part of the laws of the game.

Learn the laws and learn to referee - fairly.

Teach players, by your own example to respect the referee - Always

Insist on parents setting a good example in all aspects also. If they do not, ask them to leave.

Remember the physical limitation of your players

- Never over-play young players

- Never play an injured player

- Never over train young players

- Never force a player to undertake something he is not capable of or is frightened of

- Always respect the children in your care.

Playing enjoyable and safely and learning are more important than winning at all costs.



## 6.2 Conduct while Coaching

When you call yourself a coach or referee you apply to join an elite. When others call you a coach or referee you have been granted membership! You owe it to yourself and all other coaches and referees to behave as a coach or referee.

Always look like a coach. Always act as a coach

Start on time and finish on time. This will encourage players and parent also.

Plan every session

Plan every season

Do not drink alcohol before or during sessions

Do not smoke during sessions

To be a coach stay in touch with up to date information on coaching and rugby issues

You are responsible for the safety of the young players you work with :

Mark out a safe area to work and keep it safe. Make sure all equipment is safe and in good repair

Never join in with contact drills and games - you are too big and too hard you will break them

Don't encourage players to play or train on an injury. Refer injured players to their doctor or sports injury clinic

Do not put yourself in a position where you could be suspected if or accused of physical or sexual abuse of any child associated with this or any club. Use a separate changing room from the players never been alone with individuals behind closed doors and never 'get in the bath with the boys'.

Tell yourself, the players and the parents that winning and losing are only the by-products of relative performance. We are there to teach and learn rugby, to strive to improve and above all to enjoy playing our great game. - no more!

Remember that in the eyes of the law young players under 18 years old are still children and must be respected as such for example



Never play a child above his age group especially not in senior rugby without the express (preferable written) consent of the parent or guardian.

Buying alcohol for minors is illegal and can be a form of child abuse. Do not do it - leave it to the parents if that is what they want.

### **6.3 Working with Parents**

Parents can play a key role. Make them aware of what is expected of you as a coach and NRUFC as a club and encourage them to be supportive and adopt the same attitudes 'on the touch line'.

Involve parents and keep them informed. Encourage them to help in training sessions and match preparations but insist that you are in charge of proceedings.

Be available to give honest and fair feedback on what is happening and the reasons for it - particularly with team selections.

Where players can work on individual skills on their own away from the club, take time to explain the skill or drill and the key coaching points to parents who are willing to assist their child.

Never tolerate unacceptable behaviour or language from parents particularly during matches. If necessary remind them that referee are empowered to ask them to leave.

Remind parents that NRUFC is only responsible to their children during training sessions and matches and for a short while after matches. It is the parent's responsibility to ensure their children arrive and leave safety from the club before and after sessions.

**KEEP IT PROFESSIONAL, FAIR, SAFE, FUN**