



## Esher Safeguarding & Welfare

### **Esher Rugby Club – SAFEGUARDING AND WELFARE STATEMENT**

The safety of children, young adults and all our members is of paramount importance and Esher Rugby Club takes their welfare very seriously.

We are committed to ensuring that ALL members whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse and to enjoy the game of rugby in a fun environment, safe from any kind of abuse.

Esher Rugby club gives the highest priority to the implementation of our safeguarding policy and procedures.

Those procedures are intended to safeguard both the young people with whom we work and also our wonderful team of volunteers.

They are also intended to assist with maintaining the professionalism and safeguards of good practice which are associated with the RFU and the sport of rugby union.

The following documents appear on our notice board and are available on the club website, they have after all been designed to protect your children:

- Safeguarding/ Child Protection/ Whistle-blowing policy
- Codes of conduct
  - Coaches
  - Match officials
  - Parents
  - Spectators
- Internet Policy
- Anti-bullying policy
- Equity policy

### **Health & Safety policy**

The following useful safeguarding links may also be of interest for both parents and children alike:

<http://www.crb.homeoffice.gov.uk/>

<http://www.childline.org.uk/>

[www.thecpsu.org.uk/](http://www.thecpsu.org.uk/)

<http://www.bullying.co.uk/>

<http://www.kidscape.org.uk/>

If you have any questions or concerns please contact us.



## Code of Conduct Statement

### This code is designed:

- To ensure the element of enjoyment and satisfaction in Mini and Junior Rugby at the Club is maintained;
- To make adults aware that young people play Rugby to take pleasure and satisfy themselves and not necessarily to please adults or members of their own peer group;
- To stress that the purpose of Mini and Junior Rugby is to improve the physical fitness of young people and to teach them the laws, ethos and techniques of the game of Rugby and encourage interest in the game by making it attractive, safe and enjoyable for all young people;
- To provide a constant reminder to administrators, coaches, referees and parents that Rugby must be administered and taught for the good of those young people who wish to play the game – **IT IS THEIR GAME.**

### Parents Code of Conduct

- Do not force an unwilling youngster to participate in Rugby.
- Remember, young players are involved in Rugby for their enjoyment not yours. Encourage your child always to play by the laws and uphold the core principals of Rugby Union.
- Teach young players that honest effort is as important as victory so the result of each game is accepted without undue disappointment.
- Turn defeat into victory by helping young players work towards skill improvement and good sportsmanship; never ridicule or yell at your child for making a mistake or losing a game.
- Remember that young players learn best by example; applaud good play by your team and by members of the opposing team.
- Do not publicly question the referee's judgment and never his or her honesty.
- Support all efforts to remove verbal and physical abuse from the game of Rugby.
- Recognise the value and importance of volunteer coaches and referees; they give of their time and resources to provide recreational activities for young people.
- Ensure that equal opportunities for participation in Rugby are made available to all irrespective of ability.
- Ensure equipment and facilities are appropriate to the maturity level of the young players and are in good order.
- Rules and length of training/playing sessions should take into consideration the age and maturity level of the young players.
- Remember that play is done for its own sake – play down the significance of awards.
- Encourage coaches and parents alike to praise good play by both teams and discourage excessive barracking.
- Ensure adequate supervision of young players is maintained at all times.
- Ensure that coaches, referees and parents understand their respective authority and their responsibility for fair play in Rugby Ensure this Code of Conduct is made available to everyone involved with the Club's Mini and Junior Sections in whatever capacity.



- Encourage parents to take an active interest in the Club Offer opportunities to improve the standards of coaching and refereeing with emphasis on sportsmanship and the development of good technical skills
- Ensure the Club has in place appropriate arrangements for looking after injured players and dealing with accidents and that these arrangements are known to all Club officials, coaches, volunteers and helpers
- Ensure appropriate insurance cover is held by the Club for the protection of duly registered young players and the Club's officials, coaches, volunteers and helpers
- Ensure all young players are properly registered with the Club and encourage registration, for the purpose of participating in tournaments, with the Surrey RFU.

## Officials Code of Conduct

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- Remember that play is done for its own sake – play down the significance of awards.
- Encourage coaches and parents alike to praise good play by both teams and discourage excessive barracking.
- Ensure adequate supervision of young players is maintained at all times.
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- Ensure appropriate insurance cover is held by the Club for the protection of duly registered young players and the Club's officials, coaches, volunteers and helpers
- Ensure all young players are properly registered with the Club and encourage registration, for the purpose of participating in tournaments, with the Surrey RFU.
- Ensure proper and sufficient communication to coaches, parents and young players of arrangements for all training sessions, fixtures and social events.



## Coaches Code of Conduct

- The coaches are the people with responsibility for the squad or team. Age group coaches have the ultimate authority for the conduct of the training session or game in progress and should exercise that authority as appropriate; other coaches and volunteers must defer to the age group coach or, in the event of his or her absence, the coach to whom the task of running the training session or game has been delegated.
- Be reasonable in your demands on young players; recognise the fact that playing Rugby is only one part of their busy lives.
- Rugby is a potentially dangerous game which relies on every participant playing it in a spirit of mutual respect; teach young players that the laws of the game are mutual agreements, which should not be evaded or broken; in particular, do not tolerate foul play, fighting or foul language and be prepared to take off an offending player; insist on a disciplined approach by young players and mean what you say.
- Ensure that all young players get a game; do not rely on “star” players and never make any young player feel like a “spare part”; the “just average” young players need and deserve equal time.

## Coaches Code of Conduct

- Remember that young players play for fun and enjoyment and that winning is only part of it; never ridicule or belittle any young player and never yell at young players for making mistakes or losing a game.
- Develop team respect for the ability of opponents, as well as for the judgment of referees and opposing coaches; discourage “mouthing off” at others including team mates, the opposition and referees, and always lead by example.
- Remember young players need a coach they can respect; be generous with your praise when it is deserved and set a good example.
- Encourage players to develop basic skills and avoid over specialisation in positional play during their formative years.
- Create opportunities to teach sportsmanship, just as you would teach the basic skills.
- Ensure that skill learning and free play activities have priority over highly structured competitions for very young players.
- Always look and act like a coach; coaches are regarded as role models; make sure that training sessions are planned and structured; try whenever possible to start and finish on time; the length of training sessions and games should take account of the age and maturity level of the particular young players.
- To be a good coach you need to keep up to date on coaching and Rugby issues; make it a personal commitment to keep yourself fully informed on coaching matters; a lot of trouble was taken by people with considerable experience to construct the Continuum - understand it and abide by it to the letter – it forms part of the laws of the game.
- Endeavour to be familiar with the facts about child development and the physical, intellectual and emotional capabilities of the age group with whom you are working.
- Coaches are responsible for the safety of the young players they work with:



- mark out a safe work area and keep it safe; check equipment is in good repair and safe;
- never join in with contact games; you are big and you will hurt young players;
- do not encourage or allow young players to play with an injury; refer injured players to their doctor, a physiotherapist or a sports injury clinic;
- ensure you are familiar with the Club's arrangements for dealing with injuries and, in particular, the steps to take in the event a young player may need urgent medical assistance and/or hospitalisation;
- make a habit of regularly checking to see that all players under your care are wearing appropriately studded boots and that they all have gum shields which are worn (not left in the box or a pocket).
- Ensure that you are familiar with the Club's child protection policies and what steps you should take in the event that any concern is raised by a young player or parent as to the behaviour of any Club official, coach, volunteer or helper; get to know your players and be able to spot changes in their behaviour; do not in any circumstances put yourself in a position where you could be suspected or accused of any behaviour which might be said to constitute emotional, physical or sexual abuse of any young child associated with the Club.

## **Referees Code of Conduct**

- Ensure that "over refereeing" the game does not lose the "spirit of the game" for young players. Remember: Safety / Equity / Law!
- Actions speak louder than words; ensure that both on and off the field your behaviour is consistent with the principles of good sportsmanship.
- Compliment both teams on their good play whenever such praise is deserved.
- Be consistent, objective and courteous
- Condemn the deliberate "good foul" as being unsportsman-like, thus retaining respect for fair play.
- Publicly encourage law changes which will reinforce the principles of participation for fun and enjoyment.
- Make a personal commitment to keep yourself informed on sound refereeing principles and the principles of growth and development of young players.



## **Players' Code of Conduct**

**September 2017**

- Play to enjoy rugby - always try your best to improve your skills and play well.
- Play within the rules and laws of the game.
- Never argue with referees or coaches - their decision is final, (even if you think that they are wrong). You never see a referee change their mind do you?
- You may be required to represent any of the teams in the club where appropriate so accept this with grace.
- Rugby is a team game - do your best for your team mates and don't try to grab all that glory for yourself.
- Don't show off, lose your cool, pick on other players or generally misbehave - it's not part of rugby.
- If you lose, accept it with good grace and try harder next time.
- Respect good play - from opponents or your team.
- Help team mates, opponents, coaches and officials - you can't play rugby on your own.
- Train hard and fair and within the spirit of the game.
- Respect everyone that plays and trains with you.
- Respect the club, clubhouse and facilities whilst you are representing the club through training, matches, socially or in formal meetings.
- Ensure you look after the kit and always place your playing jersey back in the kit bag after every game and training session.
- Leave the pitches, changing room, shower area and Gym as you would expect to find it and clear up after use.
- Ensure you always turn up to training, games and meetings on time and with the appropriate mind frame.
- Wear the appropriate clothing as requested by the club.
- Ensure you pay the appropriate membership/ match fees for representing the club.

**The codes of conduct above set out the values and behaviors we aspire to.**