



RFU TOUR CODES OF CONDUCT

YOUNG PERSON CODE OF CONDUCT

You must:

- treat others with the same respect and fairness that you would like them to show you.
- demonstrate fair play on and off the field.
- look out for the welfare of yourself and others.
- challenge behaviour which is not okay.
- talk to a member of staff if you have a concern.
- be on time when meeting the team.

You must not:

- smoke.
- swear or use inappropriate language.
- engage in sexual behaviour.
- consume alcohol or use recreational or illegal drugs.
- leave the site for any reason unless accompanied by a member of staff.

STAFF CODE OF CONDUCT

Tour staff must:

- respect the rights, dignity and worth of every young person with whom they work with and treat them equally within the context of Rugby Union.
- place the physical and emotional well being of all young players above all other considerations, including the development of performance.
- ensure that the relationship that tour staff develops with the players with whom they work must be based on mutual trust and respect.
- ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the young players.
- clarify with the young players and their parents/carers what is expected of them both on and off the rugby field and also what they are entitled to expect from the coach.

Tour staff must not:

- share a room with a player.
- smoke.
- consume or provide to players any alcohol, cigarettes, recreational or illegal drugs
- engage in sexual activity with each other or with players.
- engage in inappropriate physical contact.
- make sexually suggestive comments to a player even in jest.
- swear or use inappropriate language.
- arrange to meet a player on your own.
- condone poor practice or behaviour by any players or staff.

Codes of good conduct for coaches and officials

Codes of conduct will ensure that all children and young people and the individuals who work with them will enjoy the game in a safe environment. When working with young people coaches and officials must adopt the following guidance:

1. They must always be publicly open when working with young people. They must avoid situations where the adult and an individual child are alone and/or unobserved, e.g., individual skill session after a team training session. They must work in pairs and **never alone** with a group or individual.
2. Rugby is a physical game. Situations will occur when, in order to teach or coach certain techniques, it is necessary to make contact with the player. However, the following must apply:
 - Parents and young players must be made aware of situations in which this may happen when they join the club.
 - Physical handling must only be used for safety reasons or where there is no other way of coaching the technique and always with the permission of the child/young person and their parent/carer.
3. Any contact or touching which is inappropriate (not directly related to the coaching context) or is aggressive is poor practice and is unacceptable.
4. If groups are to be supervised in changing rooms, always ensure that individuals **work in pairs** and that gender is appropriate. Children/young people must not change at the same time or in the same place as adults.
5. Where mixed teams compete away from home, they must always be accompanied by at least one male and one female adult.
6. Volunteers and professionals must respect the rights, dignity and worth of all and treat everyone with equality.
7. Coaches must place the well-being and safety of the player above the development of performance. This means that coaches must adhere to the following guidelines:
 - Avoid overplaying of players (particularly talented players). All players need and deserve equal opportunity to play and to rest.
 - Remember that children/young people play for fun and enjoyment and that winning is only a part of it.
 - Motivate youngsters through positive feedback and constructive criticism.
 - Ensure that contact skills are taught in a safe, secure manner paying due regard to the physical development of young players.
 - Never allow young players to train/play when injured. If unsure, err on the side of caution.
 - Ensure equipment and facilities are safe and appropriate to the age and ability of the players.

8. At least **one coach per age group must hold a current RFU coaching award** or a recognised award. All other coaches should hold a current RFU coaching award or be working towards one. All adults who may have unsupervised access to children must have a current RFU DBS clearance.
9. Coaches must keep up-to-date with knowledge and technical skills and should be aware of their own limitations. Coaches must only work within the limitations of their knowledge and qualifications.
10. Coaches must ensure that the activities which they direct or advocate are appropriate to the age, maturity and ability of the players.
11. Coaches, managers, volunteers and parents must always promote the positive aspects of their sport (e.g. fair play), and never condone law violations or use of prohibited substances.
12. Coaches and team managers must consistently display high standards of personal behaviour and appearance.
13. Coaches, volunteers and parents must never overtly criticise players or use language or actions which may cause the player to lose self esteem or confidence.
14. Young People must neither be allowed, nor encouraged, to drink alcohol if they are under the legal age to do so (18 years of age).
15. Follow concussion protocol if a concussion occurs.