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FOREWORD

RFU/RFUW CHILD/YOUNG PLAYER PROTECTION POLICY

The RFU and RFUW consider that they have a moral obligation to ensure when given responsibility for children and young players, that coaches and volunteers provide them with the highest possible standard of care.

Through the implementation of a child/young player protection policy, and with the support of its coaches and volunteers, Rugby Union, alongside a growing number of governing bodies, will maintain the professionalism and safeguards of good practice which are associated with the game.

In order to achieve this the RFU/RFUW has developed guidelines for its clubs and training opportunities will be made available to those nominated as persons in charge at their clubs.

The policy outlines the following key areas:

- Recognising the responsibility of those involved in Rugby Union to safeguard and promote the interests and well being of the children and young players with whom they are working
- The value of working closely with other coaches, parents, professionals and volunteers to protect children and young players from harm and discrimination
- Recognising that abuse does take place in sport and that raising awareness and understanding of the main forms of abuse and establishing communication and reporting procedures if abuse is suspected will further safeguard the children, young players, coaches and all others working within the game

INTRODUCTION

It is widely accepted that it is the responsibility of every adult to protect children from abuse. Child abuse and particularly child sexual abuse can arouse strong emotions in those facing such a situation and it is important to understand these feelings and not allow them to interfere with your judgement about any action to take.

Abuse can occur within many situations including the home, school and sporting environment. It can happen to your children. Some individuals will actively seek employment or voluntary work with children in order to harm them. Everyone working in Rugby Union, either in a paid or voluntary capacity, together with those working in affiliated organisations has a role to play in safeguarding the welfare of children and preventing their abuse. All adult club members and coaches may have regular contact with children and can be a very important link in identifying cases where a child needs protection.

When establishing guidelines concerning the protection of children, it is important to recognise that the organisation has both a moral and a legal obligation to ensure that when it is given responsibility for children, it provides them with the highest possible standard of care.

The members of the RFU and RFUW recognise that they have a responsibility:

- To safeguard and promote the interests and well-being of children with whom they are working
- To take all reasonable practical steps to protect children from harm, discrimination, or degrading treatment
- To respect their rights, wishes and feelings

Child protection procedures will:

- Offer safeguards to the children with whom we work, and to our professional members of staff, coaches and club members
- Help to maintain the professionalism and the safeguards of good practice which are associated with the RFU and RFUW

It is recognised that any procedure is only as effective as the ability and skill of those who operate it. The RFU/RFUW are committed therefore to the sound recruitment, provision of support, and appropriate training for all their professional staff, coaches, volunteers and club members. This will enable them to work together with parents/carers and other organisations to ensure that the needs and the welfare of children remain paramount.

PRINCIPLES STATEMENT

- The young player's welfare is paramount.
- All young players whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Anyone under the age of 18 years should be considered as a young player for the purposes of this document.

Working in partnership with young players and their parents/carers is essential for the protection of young players. The members of the RFU and RFUW recognise the statutory responsibility of the Social Services Department to ensure the welfare of children and are committed to working together with local Area Child Protection Committees (ACPC) and to complying with their procedures.

THE MAIN FORMS OF ABUSE

Abuse is a powerful and emotive term. Child abuse is a term used to describe ways in which children are harmed, usually by adults and often by those they know and trust. The coach often holds this trust and may be at risk of misusing his/her power over the young players. It is widely recognised that there are four main areas of abuse of which coaches and volunteers should be aware. There may, however, be an increased risk within many sports, including Rugby Union, for abuse to occur which does not necessarily fit into these categories. The unique culture and traditions of Rugby, along with so-called stereotypical behaviour, whilst common to many team sports, may give rise to unacceptable behaviour leading to situations where abuse may occur or coaches and/or young players are at increased risk.

The four main types of abuse are:

EMOTIONAL ABUSE

In general terms, emotional abuse occurs when adults persistently fail to show children due care, love or affection, where a child may be constantly shouted at, threatened or taunted, or be subjected to sarcasm and unrealistic pressures. There may also be over-protection, preventing children from socialising, or bullying to perform to high expectations. The child may lose self-confidence and may become withdrawn and nervous.

In a coaching situation, emotional abuse may occur when coaches

- provide repeated negative feedback
- repeatedly ignore a young player's efforts to progress
- repeatedly demand performance levels above those of which the young player is capable
- over emphasise the winning ethic

NEGLECT

In general terms, neglect as a form of abuse occurs when a child's essential needs for food, warmth and care fail to be met. Failing to or refusing to provide love and affection could also be deemed as neglect.

In a coaching situation, neglect may occur when

- young players are left alone without proper supervision
- a young player is exposed to unnecessary heat or cold without fluids or protection.
- a young player is exposed to an unacceptable risk of injury

PHYSICAL ABUSE

In general terms, this occurs when adults, or even children, deliberately inflict injuries on a child, or knowingly do not prevent such injuries. It includes injuries caused by hitting, shaking, squeezing, biting or using excessive force. It also occurs when an adult gives children alcohol, or inappropriate drugs, or fails to supervise their access to these substances.

In a coaching situation, physical abuse may occur when

- coaches expose young players to exercise/training which disregards the capacity of the player's immature and growing body
- coaches expose young players to injury due to overplaying, over-training or fatigue

- coaches expose young players to alcohol, or give them the opportunity to drink alcohol below the legal age
- coaches expose young players to performance enhancing drugs and recommend that they take them

SEXUAL ABUSE

In general terms, girls and boys are abused by adults, both male and female, who use children to meet their own sexual needs. Examples include forcing a child to take part in sexual activity such as sexual intercourse, oral intercourse, masturbation, or oral sex. Showing children pornographic material or making suggestions that sexual favours can help (or refusal hinder) a sporting career.

ABUSE TAKING PLACE WITHIN THE RUGBY ENVIRONMENT

This would include anyone working with children in a paid or voluntary capacity. For example, volunteer coaches in clubs, club helpers, tutors on training camps and coaches.

Child abuse can and does occur outside the family setting. Although it is a sensitive and difficult issue, child abuse has occurred within institutions and within other settings, for example, sport or other social activities. Recent research indicates that abuse which takes place within a public setting, is rarely a one-off event. It is crucial that those involved in sport are aware of this possibility and that all allegations are taken seriously and appropriate action pursued.

The Person in Charge may be informed of situations where the reporter is unsure about whether the allegation constitutes abuse or not, and is therefore unclear about what action to take. There may be circumstances where allegations are about poor practice rather than abuse but those responsible should always consult with professional RFU/RFUW staff, and seek advice from Social Services, or the NCPCC where there is any doubt. This is because it may be just one of a series of other instances which taken together cause concern. It is acknowledged that feelings generated by the discovery that a member of staff or volunteer is, or may be, abusing a child, will raise concerns among other staff or volunteers, including the difficulties inherent in reporting such matters. However, it is important that any concerns for the welfare of the child arising from abuse or harassment by a member of staff or volunteer should be reported immediately.

The members of the RFU and RFUW want to assure all staff, coaches and volunteers that they will fully support and protect anyone who, in good faith, reports his or her concerns that a colleague is or may be abusing a child.

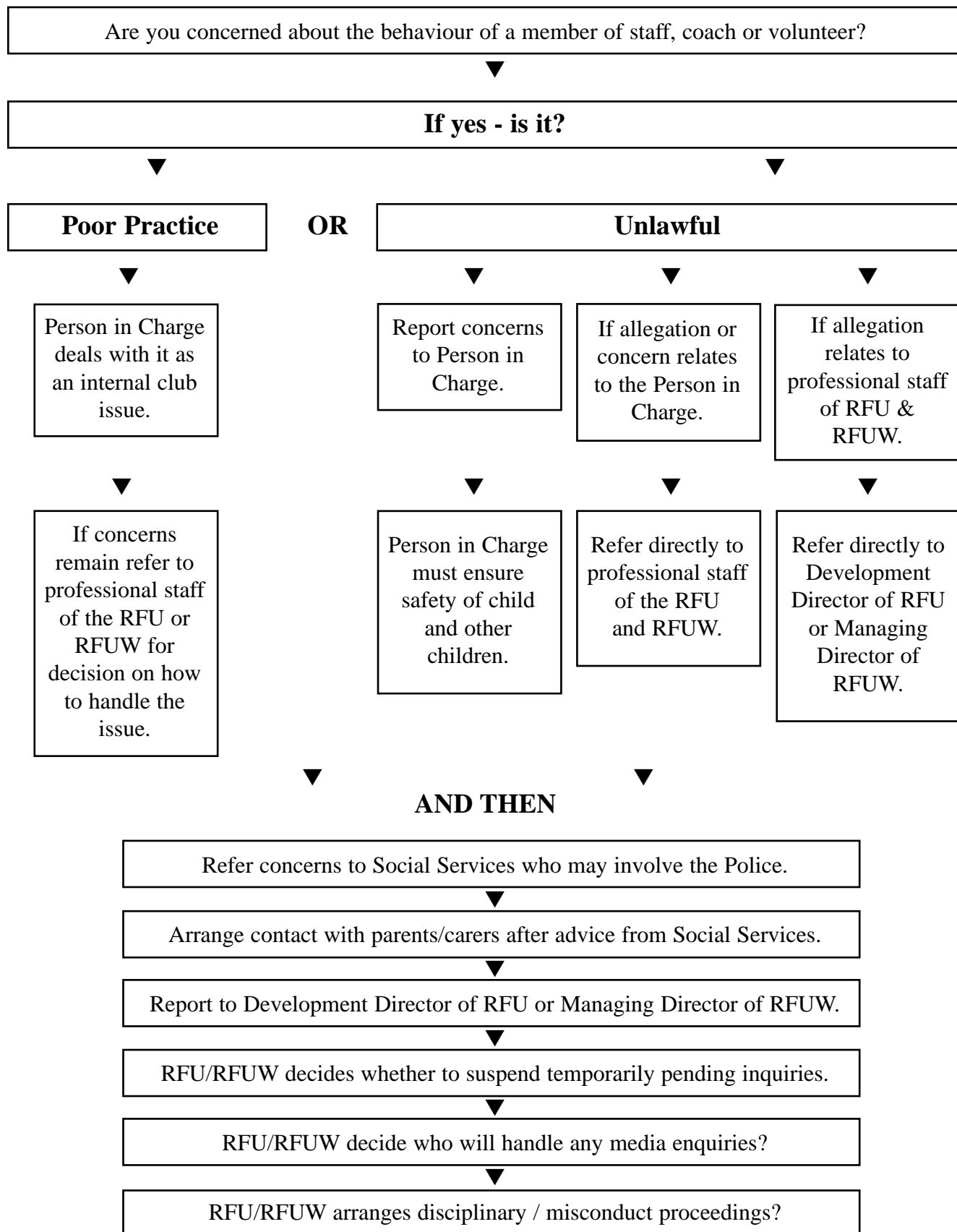
ALLEGATIONS OF ABUSE AGAINST PROFESSIONAL MEMBERS OF STAFF, COACHES AND VOLUNTEERS

Where there is a complaint of abuse against a member of staff, coach or volunteer, there may be any one of three types of investigation:

- 1) A disciplinary or misconduct investigation
- 2) A child protection investigation
- 3) A criminal investigation

The results of the Police and Social Services investigation may well influence the disciplinary investigation.

WHAT TO DO IF YOU HAVE CONCERNS ABOUT THE BEHAVIOUR OF A MEMBER OF STAFF, COACH OR VOLUNTEER



The RFU/RFUW recognises that young players are coached in a variety of environments and by any number of coaches. Thus the term 'Person in Charge' will refer to the senior official responsible for the event.

- If, following consideration the allegation is clearly about poor practice then the Person in Charge will deal with it as an internal club issue.
- If the allegation is about poor practice by the person in charge, or where the matter has been handled inadequately and concerns remain, then this should be referred to a member of the RFU/RFUW staff. They will need to decide how this will be dealt with and whether or not to initiate a formal course of action.
- Any suspicion that a child has been abused by either a member of staff, coach or a volunteer must be reported to a Person in Charge who will take such steps as he or she considers necessary to ensure the safety of the child in question and any other child who may be at risk.
- The Person in Charge will, after consultation with the professional staff of the RFU/RFUW, refer the allegation to the Social Services Department who may involve the Police.
- The parents or carers of the child will be contacted as soon as possible following the advice from the Social Services Department.
- The Person in Charge should also notify a senior officer within the Club, and between them decide who should deal with any media enquiries.
- Every effort should be made to ensure that confidentiality is maintained for all concerned.
- If the Person in Charge is the subject of the suspicion/allegation, the report must be made to the professional staff of the RFU/RFUW who will then be responsible for taking the action outlined above.
- The RFU/RFUW will make an immediate decision as to whether any individual accused of abuse should be temporarily suspended pending further Police and Social Services inquiries.
- Irrespective of the findings of the Social Services or Police Authorities, the RFU/RFUW must assess all individual cases under the appropriate disciplinary/misconduct procedure, to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled. This may be a difficult decision, particularly where there is insufficient evidence to uphold any action by the Police. In such cases, the RFU/RFUW must reach a decision based upon the information that is available. The welfare of children must always remain paramount.
- Consideration should be given to what support may be appropriate to children, their parents and members of staff.
- Where allegations are unfounded, the RFU/RFUW will work in a professional manner to ensure that the person concerned is given appropriate support to continue his or her work in Rugby.

ABUSE TAKING PLACE OUTSIDE THE RUGBY ENVIRONMENT

You may be aware of abuse in a number of ways:

- A child may tell you
- A third party may have reported an incident, or may have a strong suspicion
- You may have the suspicion

INDICATIONS OF ABUSE

Abuse in all its forms can affect a child at any age. The effects can be so damaging that, if not treated, they may follow an individual into adulthood. For example, an adult who has been abused as a child may find it difficult, or impossible, to maintain a stable, trusting relationship; may become involved with drugs or prostitution; may attempt suicide, or may abuse a child in the future.

There have been a number of studies suggesting disabled young people face an increased risk of abuse through various factors such as stereo-typing, prejudice, isolation, or an inability to communicate. Children from ethnic minorities, who may be experiencing racial discrimination may be similarly powerless.

Dealing with child abuse is rarely straightforward. In some cases a child's disturbed behaviour, or an injury, may suggest that the child has been abused. In many situations however, the signs will not be clear cut and decisions about what actions to take can be difficult. The signs and indicators in the following list are not exhaustive, and the presence of one or more indicators is not proof that abuse is actually taking place.

SIGNS AND INDICATORS FOR COACHES, STAFF OR VOLUNTEERS TO BE AWARE OF

- An injury for which the explanation seems inconsistent.
- The child describes what appears to be an abusive act involving him/her.
- Someone else, a child or adult, expresses concern about the welfare of another child.
- Unexplained changes in behaviour, for example becoming very quiet, withdrawn or displaying sudden uncharacteristic outbursts or temper.
- Inappropriate sexual awareness.
- Sexually explicit behaviour
- The child is distrustful of adults, particularly those with whom a close relationship will normally be expected.
- Has difficulty making friends.

- Is prevented from socialising with other children.
- Displays variations in eating patterns including over eating, loss of appetite.
- Loses weight for no apparent reason.
- Becomes increasingly dirty or unkempt.
- Use of sexually explicit language inappropriate to the age of the child.

NB: It is not the responsibility of those working in Rugby Union to decide that abuse is occurring but it is their responsibility to act on any concern

RESPONDING TO SUSPICIONS

It is understandable that people who are well-motivated, loving and caring individuals, with a deep commitment to their sport are reluctant to believe that children may be suffering harm in the sporting environment or at home.

It may be difficult to accept that children could be at risk because of the way the organisation is being run and the attitudes of those involved.

Levels of awareness need to be raised without creating an atmosphere of anxiety or suspicion. However, a basic principle should be that *if you become aware of anything which causes you to feel uncomfortable you should talk to someone else about it*. This means being aware of the *attitudes* of staff, coaches and volunteers and of the *interactions* between them and the children and with each other.

You should be alert to any unusual *incidents* or activities which take place where you feel that staff, coaches or volunteers are putting themselves in a vulnerable position.

WHAT TO DO IF YOU HAVE CONCERNS ABOUT CHILD ABUSE OUTSIDE THE RUGBY CLUB ENVIRONMENT

Are you concerned about the behaviour of a person outside the Rugby Club?

▼
If yes:

▼
Report your concerns to Person in Charge.

▶
If no Person in Charge available, person discovering or being told of abuse should

▼
Refer concerns immediately to Social Services via NSPCC Helpline 0800 800 500, or Police or Local Social Services Contact or Duty Social Worker

▼
Social Services and person reporting concerns decide how to involve parents/carers.

▼
Record what child has said, or what has been seen. Include dates, times and if possible send a copy to Social Services.

AN EXAMPLE OF A RECORDING CHECKLIST APPEARS IN APPENDIX I.

If an allegation is brought to your attention:

DO

STAY CALM - do not rush into inappropriate action.

REASSURE THE CHILD - that they are not to blame and confirm that you know how difficult it must be to confide.

LISTEN - to what the child says and show that you have taken him/her seriously.

ALLOW ONLY ONE ADULT TO TALK TO THE CHILD - as any discrepancies in statements may lead to legal problems.

ENSURE THAT YOU CLEARLY UNDERSTAND WHAT THE CHILD HAS SAID - and **record it** - so that you can pass it on to the appropriate agencies.

CONSULT WITH YOUR IDENTIFIED CHILD PROTECTION PERSON - ensuring that you communicate all the information accurately.

FOLLOW GUIDELINES relating to confidentiality.

DO NOT

DO NOT QUESTION THE CHILD. The law is very strict and child abuse cases have been dismissed if it appears that the child has been led or words and ideas have been suggested.

DO NOT IGNORE WHAT HAS BEEN DISCLOSED.

DO NOT PANIC.

DO NOT CHALLENGE PARENT/ GUARDIAN about your concerns.

DO NOT MAKE PROMISES YOU CAN'T KEEP - explain that you may have to tell other people in order to stop what is happening whilst maintaining maximum possible confidentiality.

DO NOT MAKE THE CHILD REPEAT THE STORY UNNECESSARILY.

DO NOT DELAY the reporting procedure.

PROMOTING GOOD PRACTICE WITHIN THE RUGBY CLUB ENVIRONMENT

All young players have a right to be safe and to be treated with dignity and respect.

1) DATA PROTECTION

Information collected by the RFU or the RFUW, or by affiliated clubs on behalf of the Governing Body, with particular reference to personal details relating to young rugby players, is subject to the Data Protection Act.

2) RECRUITMENT AND SELECTION OF STAFF, COACHES AND VOLUNTEERS

Anyone may have the potential to abuse children in some way and it is important that all reasonable steps are taken to ensure that unsuitable people are prevented from working with children. It is essential the same procedure is used consistently throughout the game.

The RFU/RFUW recommend that when undertaking pre-selection checks clubs should adopt the following procedure:

- All coaches, volunteers and club members and club members who are in contact with young players should complete a membership application and self-declaration form.
- Application forms should be designed to elicit information about an applicant's past career (including any gaps), and to establish any criminal record. Failure to disclose information will result in exclusion from the club or organisation. A standard self-declaration form appears in Appendix II.
- Consent must be obtained from applicants for Police and Social Services checks.
- Where it is deemed appropriate, at least two references should be taken up, including at least one regarding previous work with children.
- Clubs should have effective measures in place to ensure the information received in relation to applicants is treated in the strictest confidence.

The RFU/RFUW reserve the right to pursue Police and Social Services checks.

3) POLICY AND PROCEDURE

To help prevent abuse of children the club or organisation should have a policy which ensures that children are protected and kept safe from harm. Everyone involved in the care of children should be aware of the procedures if there are concerns about abuse. An example of a Protection Policy is given in Appendix IV.

4) TRAINING

It should be clearly recognised that checks are only part of the process to protect children from possible abuse by club members. These must be operated in conjunction with appropriate training of staff, coaches and volunteers so that they are aware of and sensitive to possible situations of abuse. The RFU/RFUW will provide appropriate training for all nominated child protection personnel. For details see Appendix VI.

5) SUPERVISION

Coaches, volunteers and club members should be sensitive to any concerns about abuse, and act on them at an early stage. They should also offer appropriate support to those who report concerns.

6) COMPLAINTS

The Club Committee of all clubs must ensure that there is a well established complaints procedure in operation and that parents and their children have the relevant information that will allow easy access to this procedure.

You can reduce situations for the abuse of children and help to protect staff and volunteers by promoting good practice.

GUIDELINES FOR GOOD PRACTICE

- 1) Always be publicly open when working with children. Avoid situations where you and an individual child are completely unobserved.
- 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. If this is the case, tell the player beforehand and ask them if they have any objections.
- 3) If groups are to be supervised in changing rooms, always ensure that adults work in pairs, and that gender is appropriate.
- 4) Where mixed teams compete away from home they should always be accompanied by at least one male and one female adult.
- 5) Volunteers and professionals must respect the rights and dignity and worth of all and treat everyone with equality.
- 6) Coaches must place the well-being and safety of the player above the development of performance.
- 7) Coaches should:
 - Avoid overplaying of players (particularly talented players). All players need and deserve equal opportunity to play.
 - Remember that children play for fun and enjoyment and that winning is only a part of it.
 - 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 or play when injured.
 - Ensure equipment and facilities are safe and appropriate to the age and ability of the players.
- 8) Coaches should hold current RFU coaching awards or a recognised leadership award.
- 9) Coaches must ensure that the activities which they direct or advocate are appropriate to the age, maturity and ability of the players.
- 10) Coaches should always promote the positive aspects of their sport (eg fair play), and never condone law violations or use of prohibited substances.
- 11) Coaches must consistently display high standards of personal behaviour and appearance.
- 12) Coaches should never overtly criticise players or use language or actions which may cause the player to lose self esteem or confidence.

Everyone should also be aware that, as a general rule, it does not make sense for a coach to:

- Spend amounts of time alone with children away from others.
- Take children alone on car journeys, however short, the journey.
- Take children to your home.

If it should arise that such situations are unavoidable they should only take place with the full knowledge and consent of someone in charge in the club/governing body and/or a person with parental responsibility for the player.

If you accidentally hurt a player, or cause distress in any manner, or the player appears to respond in a sexual manner to your actions, or misunderstands, or misinterprets something you have done, report the incident to a colleague supported by a brief written report of the incident as soon as possible. Parents/carers should also be informed of the occurrence.

YOU SHOULD NEVER!

- Engage in inappropriate physical contact, including horseplay.
- Share a room with a player.
- Permit any form of inappropriate touching.
- Permit players to use unacceptable or explicit language unchallenged.
- Make sexually suggestive comments to a player, even in fun.
- Agree to meet a player on your own, outside the context of the normal coaching or mentoring process.
- Allow allegations made by a player to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature that a player can do for themselves. It may be necessary for a volunteer to do things of a personal nature for some players particularly if they are very young or disabled. Such tasks should only be carried out with the full understanding and consent of the parent/carer. There is also a need in these instances to be responsive to the player's reactions - if a player is fully dependent upon you, talk with him/her about what you are doing and give choices where possible.

RECORDING ALLEGATIONS OF SUSPICIOUS BEHAVIOUR

No Judgements or interpretations should be made since this might undermine the efficacy of the notes in any future legal action.

PLEASE REPORT THE FACTS - DO NOT INTERPRET THEM

Section 1

Name of Child:

Age of Child:

Parent/Carers Details.

Name(s):

Home Address:

Tel No:

Details of Person making the report.

Name:

Home Address:

Tel No:

Position in Club:

Is the report a result of:

a) Your own concerns:

(Please tick)

b) Concerns of a third party:

If (b), please provide the following details of this person

Name:

Address:

Tel No:

Position in Club:



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Section 2

(a) What has prompted the concerns?

When completing this section, include dates, times and if applicable specific incidents.

Behavioural signs:

Indirect signs:

(b) Has the child been spoken to?

Yes No *(Please tick)*

If yes, record what was said:

(c) Have the parents/carers been contacted?

Yes No *(Please tick)*

(d) Has anybody been alleged to be the abuser?

Yes No *(Please tick)*

If yes, record details:

(e) Has anyone else been consulted?

Yes No *(Please tick)*

If yes, record details:

Signed:

Date:

APPENDIX II

ADULTS WISHING TO SUPERVISE MINI/JUNIOR RUGBY

Information required on adults wishing to supervise Mini/Junior Rugby involving non-related children.
(Ref: Children Act 1989)

This form will be held by the "Person in Charge" at the Rugby Club.

Name of Club:

Name of Individual:

Address:

Tel. No:

 (Home) (Work)

I wish to be considered to help in Mini/Junior Rugby with:

Coaching

Supervision

(Please tick where applicable)

Administrating

At: (Name of Club)

Name and Address of two character references,
(who may be contacted by club officials).

Name:

Name:

Address:

Address:

- a) I declare that I have never been convicted of any form of offence against children and young people.
- b) I agree that a necessary police check may be carried out.

Signature of helper:

Date:

Club Official's Signature:

Date:



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FOR WOMEN

APPENDIX III

GUIDELINES FOR RECRUITING COACHES

Whenever you recruit a coach make sure that:

- 1) All coaches complete an application form that will allow you to:
 - a) Find out about their past career.
 - b) Find out if they have a criminal record.
- 2) You ask for two written references and follow them up. One must relate to work with children.
- 3) All information given to you by individuals about themselves is kept confidential.
- 4) All coaches provide you with an up-to-date Enhanced Criminal Record Certificate.
- 5) All completed application forms and reference forms are stored carefully for future reference.
- 6) Every applicant knows the Club's attitude to the protection of children from abuse and receives a copy of the Club's written policy and its code of conduct for coaches.

APPENDIX IV

GLOSSOP RUGBY UNION FOOTBALL CLUB CHILD PROTECTION POLICY

At Glossop Rugby Club we believe that taking part in our sport should be a positive and enjoyable part of children's lives.

We want to make sure that children 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 these aims:

- 1) All coaches will go on a **START Coaching Rugby Union** Course before they begin working with children.
- 2) All coaches and other volunteers will have a job description.
- 3) There will be as many women coaches as men.
- 4) All coaches will be qualified to Preliminary Award level before they are allowed to be the Head Coach of an age group.
- 5) The Club will encourage and help coaches stay up-to-date with rugby, coaching and child protection issues. Each lead Coach will attend an NCF Coach Protection Workshop.
- 6) All coaches will be given a copy of the Club's Code of Conduct for Coaches and be expected to keep to it at all times.
- 7) We will keep written records of attendance, parental consent and accidents.
- 8) We will provide a written Health and Safety policy covering fire procedures, telephone access and first aid and emergency procedures.
- 9) We will provide coaches and parents with a written procedure for dealing with accusations or suspicions of child abuse.
- 10) As a club, we will promote 'fair play' and always play within the spirit of the laws and the letter of the continuum.
- 11) We will identify a person whose role it is to deal with any concerns about physical, sexual or emotional abuse within the club.

APPENDIX V

GLOSSOP RUGBY CLUB'S COACHES' CODE OF CONDUCT

Any coach working with young players within Glossop Rugby Union Football Club is part of a structure which has many stakeholders, and as such he/she has responsibilities to all of them.

This code has been written to remind or inform coaches of those responsibilities and the minimum standards of behaviour commensurate with fulfilling them. Each season every coach active in the section will be called on to warrant that they have read, understood *and intend to abide* by this code.

Players

- 1) Rugby is only part of players' lives. Recognise this and allow for it in your demands on them.
- 2) Treat games against other clubs as lessons, opportunities to learn, not as tests.
- 3) Rugby is for everyone. Glossop RUFC is for everyone. Do not rely on 'star' players and never make any player feel like a 'spare part'. Share game time and your time in practice sessions equally.
- 4) Never ridicule any player. Never belittle any player. Always make every player feel valued.
- 5) Find out what makes each player tick. Know about their family background and their other interests. Be able to spot and then explain changes in their behaviour.
- 6) Find out the facts about child development and the physical, intellectual and emotional capabilities of the age group you work with.

Rugby Union

- 7) Rugby is a potentially dangerous game which relies on every 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.
- 8) Rugby works best when sides are evenly matched. **Insist** on mixing and matching ill matched teams.
- 9) Some very clever people with masses of experience went to a lot of trouble to construct the Continuum. Understand it and abide by it, to the letter. You have no option, the Continuum is part of the Laws of the Game.
- 10) Learn the Laws and learn to Referee.
- 11) Teach players, by your own example, to respect the Referee. Always!

Coaching

- 12) When you call yourself a coach you apply to join an elite; when others call you a coach you have achieved membership. You owe it to yourself and to all other coaches to behave as a coach:
 - a) Always look like a coach, always act like a coach.
 - b) Start on time and finish on time.
 - c) Plan your season.
 - d) Plan your sessions.
 - e) Do not drink alcohol before you work, or while you are working.
 - f) Do not smoke when you are working.
- 13) To be a good coach, you need up to date information on coaching issues and Rugby issues. Stay in touch.
- 14) You are responsible for the safety of the players you work with:
 - a) Mark out a safe work area and keep it safe. Make sure equipment is in good repair and safe.
 - b) Never 'join in' with contact drills and games. You are too big and too hard and you *will* break them.
 - c) Do not encourage or allow players to play on an injury. Refer injured players to their doctor, or better still a sports injury clinic.
- 15) Do not put yourself in a position where you could be suspected of, or accused of, physical or sexual abuse of any child associated with the club. Use a separate changing room from players, never be alone with individuals behind closed doors and *never* 'get in the bath with the boys'.
- 16) Tell the players and keep telling yourself that winning and losing are only by-products of performance. We are there to play and to enjoy playing, nothing more.

The material in Appendix III, IV and V was generated by Mick Owen of the Greater Manchester Coaching Development Project who is the Director of Coaching; Minis, Juniors and Youth, at Glossop Rugby Union Football Club.

APPENDIX VI

TRAINING IN CHILD PROTECTION IN SPORT

- 1) The National Coaching Foundation (NCF) provides a co-ordinated and comprehensive package of workshops addressing issues within sport regarding child protection. The Foundation has been working with the NSPCC, acknowledged experts in child protection, for 5 years, and is able to deliver workshops for governing bodies and has tutors specially trained to deal with what can be a difficult subject.
- 2) Contact your Local Authority - they have trained personnel who you can call upon to talk to your club coaches to highlight Child Protection issues.
- 3) Contact your Youth Development Officer who can also provide information relating to trained personnel who will address your club coaches.

For further information and the number of the nearest regional NCF officer, contact:

National Coaching Foundation
114 Cardigan Road, Headingley, Leeds
LS6 3BJ
Tel: 0113 274 4802 Fax: 0113 275 5019

CLUB INFORMATION

Please retain this portion of the form for Club use.

Social Services Emergency number:	
NSPCC Child Protection Helpline Telephone number:	0800 800 500

Other Useful Contacts:

National Coaching Foundation:	114 Cardigan Road, Headingley, Leeds, LS6 3BJ Tel: (0113) 274 4802
Local Authority Child Protection Contact:	
Constituent Body Contact:	

RFU/RFUW CHILD/YOUNG PLAYER PROTECTION POLICY CLUB CONTACT DETAILS

Club Name:
Child Protection Officer: Name: Address:
Telephone number:

Please complete, detach and return this portion of the form to:

Steve Farr
Youth Development Officer Team Leader, London South
123 High Street
West Malling
Kent
ME19 6ND

REFERENCES

- 1) Child Protection Procedures in Swimming. **Amateur Swimming Association of England**
- 2) Child Protection Policy for Athletes. **Amateur Athletic Association of England**
- 3) 'Our Duty of Care'. **Northern Ireland DHSS Child Care Unit**
- 4) Working with Children in Rugby Union. **Rugby Football Union 1996**
- 5) 'Child Protection in British Sport: A Position Statement'. January 1998
Professor Celia Brackenridge
- 6) NCF Publications.

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Simon Winman - YDO Berkshire.

