

Bournemouth Rugby Code of Conduct

Introduction

At Bournemouth Rugby, we operate in line with the RFU core values: Teamwork, Respect, Enjoyment, Discipline and Sportsmanship. We are committed to developing a culture that lives and breathes the core values, is free of abuse, discrimination, and harm and where everyone feels safe and able to raise any concerns they have.

We are committed to developing an inclusive culture where it is safe and acceptable for everyone involved in Rugby to raise concerns about any unacceptable practice, behaviour wrongdoing or misconduct.

This Code of Conduct and our policies and procedures and the terms and conditions of any volunteer or employment agreement with the club, provide a framework in which clubs and participants can be empowered to create safe, respectful, and enjoyable environments.

Everyone who is involved in Rugby, whether as a player, coach, parent, spectator, volunteer, or staff is expected to uphold the Core Values

The Code

This code has been adopted by Bournemouth Rugby, to ensure we can operate fairly, appropriately and in the best interests of everyone at Bournemouth Rugby, including its children and young people. This code sets out the behavioural standards that members and other participants of Bournemouth Rugby must meet.

This Code is a key part of our process for dealing with complaints of poor conduct. It sets the level of expectations when determining any need for formal or informal disciplinary procedures.

Rights of Individuals

Everyone who participates in activities with the club has the right:

1. To enjoy safe participation in Rugby, without fear of abuse or harm
2. To always be treated with respect and dignity
3. Not to be pressured into training, competing, or participating against their will
4. To be treated inline with the RFU Core Values as well as the expected values of the Club
5. Not to be discriminated against based on their age, disability, sex, race, religion or belief, gender reassignment, sexual orientation, marriage and civil partnership and pregnancy or maternity
6. To challenge poor conduct and discrimination< both when witnessed and experienced

7. To make a complaint and/or raise concern, and for it to be taken seriously and acted upon under this Code of Conduct

Conduct

Respectful conduct in Rugby is paramount in creating a safe and inclusive culture where children and adults can develop in the sport. Inappropriate behaviour has a detrimental impact on the enjoyment and development of participants, and as such we expect the Core Values to be demonstrated by everyone

The conduct described in this Code extends to the conduct on the touchline, in and around the Club, visiting other clubs and on all platforms including messaging and social media platforms. Good conduct on the touchline is expected at Bournemouth Rugby from all participants.

To help the participants at Bournemouth Rugby understand what is expected of them when they are taking part in Rugby activities, we have outlined a list of good conduct, which is encouraged and poor conduct, which is unacceptable, and contravene the Core Values. This list is not exhaustive, and we would encourage all participants to familiarise themselves with these behaviours

Behaviour we encourage at the Bournemouth Rugby

Members of Bournemouth Rugby and any other participants are expected and encouraged to always:

Treatment of others

1. Treat others with respect and dignity, including all officials, spectators, coaches and players, whether from the Club, opposition, or another section
2. Treat each other fairly, and never discriminate, or show preferential treatment towards people based on their characteristics
3. Be magnanimous in victory and gracious in defeat
4. Be welcoming to everyone, whether they be children or adults
5. Make sure feedback is positive and constructive and avoid negative criticism
6. Accept responsibility for their actions and conduct

Challenging and reporting

1. Never tolerate abusive, threatening, or intimidating behaviour towards yourself or others. All instances of harassment and abusive or threatening behaviour should be challenged and reported to the club. This includes conduct on match days and non-match days.
2. Work together to create a positive and welcoming club environment, where people feel confident in reporting and challenging poor conduct, and take responsibility for acting as role models and demonstrating best practice behaviours
3. Never tolerate cheating, manipulation of competition, use of prohibited substances or methods, or un-sportsman like conduct and take responsibility for setting good examples to players regarding these issues

4. Encourage a healthy environment, where skill development, enjoyment and teamwork are promoted

Behaviour we encourage at the club

Members of Bournemouth Rugby and any other participants are expected and encouraged to always:

Working with children and adults at risk

1. Be friendly, professional, and positive role models to children and young people. For example, they should not be smoking/vaping or consuming alcohol when coaching and/or working with children or young people or engaging with any other behaviour that would be considered inappropriate
2. Ensure that participants of Bournemouth Rugby are aware of their responsibilities to safeguard children, young people and vulnerable adults, and conduct themselves appropriately with other affiliates of the club
3. Remember that children and young people get a wide range of benefits from taking part in rugby, and participation should not be centred around winning games but enjoying the sport and developing skills and fitness
4. Take ownership ensuring that they are up to date with all club rules, policies, and procedures, and are always in-keeping with the values of Bournemouth Rugby

Unacceptable behaviour at Bournemouth Rugby

Members of Bournemouth Rugby and any other participants must never:

Treatment of others

1. Engage in any abusive, threatening, or bullying behaviour towards anyone at the club, or allow this behaviour to go unchecked and unreported
2. Use inappropriate language towards participants of the club, including, but not limited to; sexually suggestive behaviour/language, unwanted/unnecessary physical contact and language or conduct intending to intimidate or threaten individuals
3. Challenge, or encourage others to challenge, the decision of any match officials
4. Enter the field of play, unless instructed otherwise by the match officials
5. Use any form of physical force or punishment towards players, spectators, or anyone else
6. Engage in any form of behaviour that may bring the club, or the RFU, into disrepute. This includes any form of behaviour that is not in line with the Core Values

Challenging and reporting

1. Attempt to silence, intimidate or disregard, anyone who wishes to raise a concern regarding safeguarding, welfare, discipline, cheating or poor conduct

Working with Children, young people and adults at risk

1. Allow allegations or comments made by a child, young person, or adult at risk regarding either safeguarding or welfare concerns to be disregarded or go unrecorded
2. Allow children, young people to engage in inappropriate behaviour amongst one another, including but not limited to; bullying behaviour, sexually suggesting behaviour or language, intimidating or violent behaviour or discriminatory behaviour/language
3. Allow children to carry out rugby activities unsupervised while at the club
4. Use their position or influence to form inappropriate relationships with any child or adult at risk
5. Use any type of physical or corporal punishment to discipline a child or adult at risk

Who the Code applies to

This code applies to all individuals who participate at Bournemouth Rugby, referred to throughout the document as 'participants' if not named including anyone who:

1. Hold a role with Bournemouth Rugby, whether that is paid or unpaid
2. Is responsible for the care and supervision of a child, young person or adult at risk who attends Bournemouth Rugby
3. Is involved with Bournemouth Rugby through a social aspect, such as customer, member, or spectator
4. Attends any club activity, whether that be on club premises or not, including spectating home and away matches

The Code applies to participants whether club activity is taking place at Chapel Gate or off site, including away games and tours

Reporting and disciplinary action

1. Report any behaviour you see, witness, or experience, that upsets you, or makes you feel uncomfortable or unsafe, to either Bournemouth Rugby Safeguarding Officer, Bournemouth Rugby Disciplinary Officer, Bournemouth Rugby Committee Member, we also have an online form that can be completed <https://forms.office.com/r/Was2gbWs3m>
2. Any breach of this code may be dealt with in accordance with the Bournemouth Rugby's disciplinary process
3. Any conduct which is also a breach of RFU or other regulations may also be reported to Bournemouth Rugby's Constituent Body and/or to the RFU

Bournemouth Rugby Contacts

Bournemouth Rugby online reporting form <https://forms.office.com/r/Was2gbWs3m>

Safeguarding Janet McKrill Janet.mckrill@bournemouth-rugby.co.uk

Operations Gemma Buchanan operations@bournemouth-rugby.co.uk

Chairman Simon Carkeet chairman@bournemouth-rugby.co.uk

If you wish to raise any concerns with the RFU, you can email speakup@rfu.com or via the Speak Up page on the RFU website.

To promote the Code of Conduct we have drawn up a concise list for different audiences

Bournemouth Rugby Club Code of Conduct

We always

- Treat others with respect and dignity including all officials, spectators, coaches, and players whether from Bournemouth Rugby or opposition
- Be magnanimous in victory and gracious in defeat
- Working together to create a positive and welcoming environment
- Encourage a healthy environment, where skill development, enjoyment and teamwork are promoted
- Take ownership in ensuring that we are up to date with all club rules, policies, and procedures, and are in keeping with the values of Bournemouth Rugby

We never

- Tolerate abusive, threatening, or intimidating behaviour towards anyone at the club, and instances of this behaviour should be challenged and reported
- Challenge, or encourage others to challenge, the decision of any match official
- Enter the field of play, unless instructed otherwise by match officials
- Use inappropriate language towards people at the club
- Tolerate cheating or manipulation of competition

Bournemouth Rugby Coach Code of Conduct

A Good Coach Always

- Respects the game and everyone involved in it
- Encourages fair play and sportsmanship amongst their players
- Remembers that children are here to have fun and develop, above all else
- Maintains their integrity and discipline at all times and encourages their players to do the same
- Acts as a role model to everyone during match days and encourages all spectators to adhere to the Core Values
- Encourages a healthy environment where enjoyment and teamwork are the priority

As a Good Coach, I will never

- Allow any players to abuse the official or the opposition

- Condone or tolerate spectators who abuse players or the officials
- Allow any language from spectators or parents that is not constructive towards the development of the player
- Act in a manner that might intimidate or frighten the player
- Enter the field of play to challenge the referee or the opposition, and will never condone, but report anyone who does so

Bournemouth Rugby Player Code of Conduct

A Good Player Always

- Respects the decision of the officials and coaches
- Treats their team-mates and opposition with respect and dignity
- Encourages fair play and sportsmanship, both on and off the pitch
- Remains disciplined throughout the game, and sets a good example for all players
- Opposes any form of cheating carried out by the opposition or their teammates
- Remember that their and their teammates enjoyment and development is more important than the result of the game

As a Good Player, I will never

- Act violently towards any player or official, or engage in violent or offensive language towards them
- Challenge or dispute decisions made by the official or my coaches
- Tolerate foul language from spectators, coaches, players, or teammates
- Bully, intimidate or abuse the officials, opposition, coaches, or my teammates

Bournemouth Rugby Parent Code of Conduct

A Good Parent always

- Puts the enjoyment and development of their child first before the result of the game
- Offers positive comments, instead of criticism and encourages teamwork and sportsmanship amongst the players and their child
- Remembers that effort is more important than outcome
- Treat the officials and coaches with respect, and remember that their decision is final, and that they are in no position to impact the game
- Maintains their discipline and acts as a good role model to all players and spectators

As a Good Parent, I will never

- Criticise, or verbally abuse any of the officials, coaches, or players
- Engage in foul or abusive language to my child, or other children, who are playing the game
- Enter the field of play to challenge officials, players, or coaches
- Tolerate other parents or spectators engaging in foul or abusive behaviour towards players, officials, coaches, or other spectators

Bournemouth Rugby Spectator Code of Conduct

A Good Spectator Always

- Puts the wellbeing of the player first, and remembers that any comments or feedback they offer should be based on constructive, helpful comments and not involve criticism of any form
- Respects all players and officials, including the opposition, and remembers that all teams are here to enjoy the game
- Understands that they are not in a position to influence the game, and respects and accepts the decision of the officials and coaches
- Acts as a role model for the players, and does not engage in any abusive or offensive behaviour
- Treats the premises with respect and obeys any rules

As a Good Spectator, I will never

- Engage in any abusive, hateful, or discriminatory language towards the officials, coaches, players, or other spectators
- Try to enter the field of play, challenge the decision of the officials or coaches, or interfere with the game at any point
- Tolerate abusive behaviour or language from players or coaches
- Forget that players are here to enjoy rugby and develop their skills. Winning is not everything