

NRU Safeguarding and Discipline

Introduction

**TEAMWORK
RESPECT
ENJOYMENT
DISCIPLINE
SPORTSMANSHIP**

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Safeguarding Guidance and Code of Conduct for Club Coaches and Volunteers

This document provides a summary of what is required by coaches and team managers of mini and youth teams to ensure best practice. If this is followed by all staff and volunteers, they will be supported and protected as they carry out their roles.

If you have any queries or concerns about Safeguarding, you should first contact your Club Safeguarding Officer who will be able to help you.

All adults that supervise children and vulnerable adults on a regular basis, such as coaches, must have an enhanced **Disclosure and Barring Service (DBS) Certificate** processed and risk assessed by the RFU. This must be obtained **before** working unsupervised with children.

It is important that you have read and understood the Guidance and Practice in the **Safeguarding Toolkit** and have attended a **RFU Safeguarding Course**. Examples of poor practice may be:

- ⤴ Shouting/ abusive language
- ⤴ Excessive Training and training/playing in extreme weather conditions
- ⤴ Not allowing players of different abilities to develop and play together
- ⤴ Ridicule of player errors
- ⤴ Ignoring Health and Safety Guidelines
- ⤴ Abuse of match officials
- ⤴ Failing to adhere to the club's code of conduct

It is important that you have read and understood the **Northumberland Rugby Union (NRU) Cyber Policy and Guidance**. Coaches and officials should never contact individual children directly through social media or phone. They should always include a parent, official or other players.

Any inappropriate or aggressive contact or touching between adults and children is unacceptable. Adults and children must **never** play contact versions of the sport together including training games and contact skills.

In order to play a player up or down an age grade, coaches must follow the regulations issued by the RFU in **Regulation 15 and the Protocols issued by NRU**. Permission **must** be obtained from the NRU Hon. Secretary **before** playing a player up or down an age grade.

Adults who wish to take children on tour must follow the guidance in '**Touring with Children and Vulnerable Adults**', complete the required forms and obtain permission from their club, NRU and for tours outside the UK and Ireland, the RFU.

It is against the law to sell alcohol to someone under 18 years and for an adult to buy alcohol on behalf of someone under 18 years. As role models adults should avoid excessive drinking in their presence and ensure that at least one nominated person does not drink alcohol.

Code of Conduct for the Game in Northumberland

This Code of Conduct is the “World Rugby Code of Conduct”, amended only so far as is necessary to apply to the game of Rugby in Northumberland

The Code

Code of Conduct for clubs, coaches, players and match officials and persons connected in anyway with the game of Rugby in Northumberland

All persons: -

1. Must ensure that the Game is played and conducted in accordance with disciplined and sporting behaviour and acknowledge that it is not sufficient to rely solely upon the match officials to maintain those principles;
2. Shall co-operate in ensuring that the spirit of the Laws of the Game is upheld and refrain from selecting players guilty of foul play;
3. Shall not repeatedly breach the Laws of the Game;
4. Shall accept and observe the authority and decisions of referees, assistant referees, match officials and all other rugby disciplinary bodies;
5. Shall not publish or cause to be published criticism of the manner in which a referee or assistant referee handled a match;
6. Shall not publish or caused to be published criticism of the manner in which Northumberland Rugby handled or resolved any dispute or disciplinary matter resulting from a breach of the World Rugby Bye-Laws, World Rugby Regulations Relating to the Game, Cup Rules, other Northumberland Rugby rules or processes or World Rugby Laws of the Game;
7. Shall not engage in any conduct or any activity on or off the field that may impair public confidence in the honest and orderly conduct of a match, tour, tournament or series of matches (including, but not limited to, the supply of information in relation to the Game, directly or indirectly, to bookmakers) or in the integrity and good character of any person;
8. Shall not commit a breach of World Rugby Regulation 6 (Anti-Corruption and Betting)
9. Shall promote the reputation of the Game and take all possible steps to prevent it from being brought into disrepute;
10. Shall not commit a doping offence as defined in World Rugby Regulation 21 (Anti-Doping);
11. Shall not abuse, threaten or intimidate a referee, assistant referee or other match official, whether on or off the field of play;
12. Shall not use foul or abusive language or gestures towards referees, assistant referees or other match officials or spectators;

13. Shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of their religion, race, sex, sexual orientation, colour or national or ethnic origin;
14. Shall not do anything which adversely affects the Game of Rugby Football, Northumberland Rugby, any member club or other Union of World Rugby or any commercial partner of the Game in Northumberland.
15. Shall abide by all other Codes of Conduct and policies issued by the NRU including inter alia the Northumberland Rugby Code of Conduct for Safeguarding Children in Rugby.

Every person is under an obligation to comply with this Code of Conduct.

The Northumberland Rugby Union is obliged to monitor compliance with and impose sanctions for breaches of the Code of Conduct by persons under its jurisdiction.

For breaches of the Code of Conduct, the Discipline Panel of Northumberland Rugby Union may impose such penalties as it deems appropriate.

Discipline & Safeguarding Introduction

NRU and the RFU's Age-Grade Rugby Disciplinary Procedures (RFU Regulation 19, Appendix 6) are designed to ensure that age-grade players understand that rugby is a game of controlled physical endeavour and should be played in accordance with the World Rugby Laws of the Game.

All those involved in age-grade rugby need to ensure that rugby's high standards of conduct on and off the field are constantly and consistently maintained. The RFU urges a 'child-centric' approach that deals with players in an appropriate, fair and proportionate manner that supports their learning of the Game.

NRU is committed to safeguarding the welfare of children in the sport. All children are entitled to protection from harm and have the right to take part in sport in a safe, positive and enjoyable environment.

Our key principles are:

- The welfare of the child is paramount
- All participants regardless of age, gender, ability or disability, race, faith, size, language or sexual identity, have the right to protection from harm
- All allegations, suspicions of harm and concerns will be taken seriously and responded to swiftly, fairly and appropriately
- Everyone will work in partnership to promote the welfare, health and development of children

This introductory document is designed to be issued by clubs to those people involved with Age Grade Rugby in Northumberland – this includes players, coaches, officials and parents – and be used in conjunction with the NRU Discipline and NRU Safeguarding overview documents.

These documents provide information relating to both NRU and RFU policies and information on how to record, respond and instigate an investigation to any incidents. Useful contact details are provided.

In addition to these guidelines it is recommended that those people involved with Age Grade rugby familiarise themselves with the guidance, resource and protocols available from www.englandrugby.com

NRU will provide updates through a number of channels including Club management teams (including Secretaries, Chairs of Mini and Youth Rugby, Club Safeguarding Officers and Club Discipline Secretaries), through the CB Safeguarding and CB Discipline teams and through the Youth Forum meetings.

Anti-Doping and Illicit Drugs

NRU fully supports the RFU policy relating to anti-doping and illicit drugs that can be found at <http://www.englandrugby.com/governance/>

“The Rugby Football Union (RFU) condemns drug use in sport. It is harmful to the health of players, totally contrary to the spirit of rugby and the RFU is committed to protecting all players' fundamental right to participate in doping-free rugby.

The RFU identifies integrity, fairness, equity and respect as essential to success in rugby and we aim to protect rugby from being undermined by doping.

The RFU runs distinct policies and programmes for both anti-doping and illicit drugs”.

Useful Contacts

CB Safeguarding Manager Alan Heinzman Alan.heinzman@btopenworld.com Home: 0191 2362987 Mobile: 07511 644483	CB Assistant Safeguarding Manager Gary Robson garyrobson1@gmail.com Home: 01434 634182 Mobile: 07717 201931
CB Discipline Secretary Kingsley Hyland khyland.t21@btinternet.com Mobile: 07775 842596	CB Youth Discipline Secretary Chris Davy cdavy@hotmail.co.uk Mobile: 07742 054040
CB Chair of Youth Lee Weatherley leeweatherley73@gmail.com Mobile: 07590427459	County Administrator Claire Sharpe claire.sharpe@northumberlandrfu.co.uk Office: 0191 2864399