

CASTLE CARY RUGBY FOOTBALL CLUB EQUITY POLICY

CASTLE CARY RFC is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

- i. Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- ii. The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social / economic status.
- iii. The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- iv. All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- v. The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

FAIR PLAY CODES

"FAIR PLAY FOR ALL!"

In these days of competitive league rugby at Senior level and a pervading culture of winning at all costs, it is important not to forget the reasons why young players participate in and enjoy the game of Rugby Union.

The idea of "Fair Play" should be a constant reference point for all those people involved in the Mini and Youth game. To lose sight of this would be detrimental to everyone.

With that thought in mind the Rugby Football Union have revised their Fair Play Codes and produced these guidelines which help remind all of us all of why we enjoy being part of this great game.

THE PARTNERSHIP BETWEEN TEAM MANAGEMENT AND PARENTS

IN RUGBY UNION THE PARTNERSHIP BETWEEN TEAM MANAGEMENT AND PARENTS IS POSITIVELY ENCOURAGED THROUGH:

- Providing information on possible financial issues.
- Agreeing issues relating to Duty of Care (eg responsibility for travelling to and from games).
- Encouraging parents to attend coaching sessions and games and making them aware that the "win at all costs" ethos is not accepted in Rugby Union.
- Ensuring that parents have realistic aspirations for their child and are aware of his/her strengths and weaknesses.
- Informing parents about specialist equipment that is required (eg gum shields), and where it can be purchased from.
- Ensuring parents are aware of what is acceptable touchline behaviour.

AND ABOVE ALL:

Involving parents in peripheral activities which make them feel they 'belong', especially if it involves expertise which is not rugby related.

THE GOOD COACH'S CODE

Young people come into Rugby Union for a variety of reasons; it is the duty of the coach to recognise this and stimulate continued participation. Coaches have a responsibility to ensure that all youngsters are given the opportunity to fulfil their aspirations in a caring environment where the emphasis is on:-

FUN. ENJOYMENT. SKILL DEVELOPMENT.

IN RUGBY UNION COACHES SHOULD:

- Recognise the importance of fun and enjoyment when coaching young players. Most learning is achieved through "doing."
- Appreciate the needs of the players before the needs of the sport.
- Be a positive role model - think what this implies.
- Keep winning and losing in perspective -encourage young players to behave with dignity in all circumstances.
- Respect all referees and the decisions they make (remember it could be you refereeing next week) and ensure that the players recognise that they must do the same.

- Provide positive verbal feedback in a constructive and encouraging manner, to all young players both during coaching sessions and games.

IN RUGBY UNION COACHES OF YOUNG PLAYERS MUST:

- Provide experiences which are matched to the young players' age and ability, as well as their physical and mental development.
- Ensure all youngsters are coached in a safe environment -is there adequate first aid readily to hand?
- Avoid the overplaying of the best players by using a squad system which gives everybody a satisfactory amount of playing time.
- Never allow a player to train or play when injured.
- Ensure good supervision of young players, both on and off the field.
- Recognise that young players should never be exposed to extremes: of heat, cold, or unacceptable risk of injury.
- Develop an awareness of nutrition as part of an overall education, in lifestyle management.
- Recognise that it is illegal for young players under 18 to drink alcohol.
- Ensure that their knowledge and coaching strategies are up to date and in line with RFU philosophy.
- Be aware of, and abide by, the RFU recommended procedures for taking young people on residential tours at home and abroad.
- Be aware of, and abide by, the policies and procedures outlined in the RFU Child Protection Guidance Booklet.

REMEMBER:

COACHES WORKING WITH YOUNG PLAYERS UP TO THE AGE OF 12 MUST FOLLOW THE GUIDELINES LAID DOWN BY THE RFU CONTINUUM.

COACHES WORKING WITH YOUNG PLAYERS AGE 13+ MUST BE AWARE OF THE UNDER 19 AND UNDER 15 LAW VARIATIONS, INCLUDING THOSE THAT APPLY TO CROSS BORDER MATCHES.

THE GOOD PARENT'S CODE

In Rugby Union coaches and administrators both fully acknowledge that parents are an integral part of the partnership, which ensures that young players enjoy their involvement in the sport and experience an environment in which they can flourish.

IN RUGBY UNION PARENTS ARE ENCOURAGED TO:

- Be familiar with the coaching and training programme in order that they can ensure that their child is fully involved and the coaches are aware of their availability
- Be familiar with the teaching and coaching methods used by observing the sessions in which your child participates
- Be aware that the club has a duty of care and therefore, where appropriate, assist coaches with the supervision of the young players, particularly where numbers are large and there is a need to transport youngsters to away games.
- Be involved with club activities and share your expertise
- Share concerns, if you have them, with club officials.

Be familiar with the "Good Coach's Code". In particular:

- Coaches should recognise the importance of fun and enjoyment when coaching young players.
- Coaches should keep winning and losing in perspective, encouraging young players to behave with dignity in all circumstances.

IT IS IMPORTANT THAT PARENTS SUPPORT COACHES IN INSTILLING THESE VIRTUES.

IN RUGBY UNION PARENTS SHOULD:

- Remember that young people play rugby for their own enjoyment not that of their parents' .
- Encourage young people to play - do not force them.
- Focus on the young players' efforts rather than winning or losing.
- Be realistic about the young players' ability, do not push them towards a level that they are not capable of achieving.

Provide positive verbal feedback both in training and during the game. REMEMBER THAT PERSISTENT, NEGATIVE MESSAGES WILL ADVERSELY AFFECT THE PLAYERS' AND REFEREE'S PERFORMANCE AND ATTITUDE.

- Always support the rugby club in their efforts to eradicate loud, coarse and abusive behaviour from the game.
- Remember young people learn much by example.
- Always show appreciation of good play by ALL young players both from your own club and the opposition.

- Respect decisions made by the match officials and encourage the young players to do likewise.
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THE GOOD PLAYER'S CODE:

Young players should recognise that many people in Rugby Union are working to provide a safe and enjoyable game in which they can develop both as a player and as an individual.

IN RUGBY UNION YOUNG PLAYERS ARE ENCOURAGED TO:

- Recognise and appreciate the efforts made by coaches, parents, match officials and administrators in providing them with the opportunity to play the game and enjoy the rugby environment.
- Understand the values of loyalty and commitment to adults and team-mates.
- Recognise that every young player has a right to expect their involvement in rugby to be safe and free from all types of abuse.
- Understand that if an individual or group of young players feel that they are not being treated in a manner that is acceptable, then they have a right to tell an adult either at the rugby club or outside of the game.

IN RUGBY UNION, AS A YOUNG PLAYER, YOU SHOULD:

- Play because you want to do so, not to please coaches or parents
- Remember skill development, fun and enjoyment are the most important parts of the game.
- Be attentive at all training / coaching sessions.
- Work equally hard for yourself and your team and both will then benefit
- Recognise good play by ALL players on your team and by your opponents.
- Be a sportsman - win or lose.
- Play to the laws of the game and accept, without question, all the referee's decisions.

Control your emotions. Verbal or physical abuse of team-mates, opponents, or match officials IS NOT ACCEPTABLE.

Treat all players, as you would like to be treated. Do not interfere with, bully or take unfair advantage of any player.

THE GOOD SPECTATOR'S CODE

Young rugby players are impressionable and their behaviour will often reflect that of the adults around them. In Rugby Union we welcome spectators on our

touchlines who embrace the ethos of the game as one of FUN, ENJOYMENT and SKILL DEVELOPMENT.

IN RUGBY UNION SPECTATORS ARE ENCOURAGED TO:

- Act as positive role models to all young players.
- Be familiar with, and abide by, the RFU Child Protection Guidance in relation to verbal and emotional abuse.
- Respect the rugby club policy with regard to spectator behaviour.

IN RUGBY UNION SPECTATORS SHOULD:

- Remember children play sport for their enjoyment not yours.
- Acknowledge good individual and team performance from ALL youngsters irrespective of which team they play for.
- Respect match official's decisions.

REMEMBER, they are volunteers providing an opportunity for youngsters to play rugby.

NEVER VERBALLY ABUSE YOUNG PLAYERS, MATCH OFFICIALS, FELLOW SPECTATORS OR COACHES.

- Such behaviour can create a negative environment for young players and their behaviour will often reflect this.
- Acknowledge effort and good performance rather than the "win at all costs" ethic.
- Verbally encourage all youngsters in a positive way. If you do .Condemn bad language, rude behaviour and violence.
- Encourage all youngsters irrespective of their ability - never ridicule any individual player, regardless of the team they play for.

Code of conduct for club officials and volunteers

The essence of good ethical conduct and practice is summarised below. All volunteers must:

- Consider the well-being and safety of participants before the development of performance.
- Develop an appropriate working relationship with players, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those taking part
- Promote the positive aspects of the sport (e.g. fair play)

- Display consistently high standards of behaviour and appearance
- Follow all guidelines laid down by the RFU and the Club
- Hold or be working towards the appropriate, valid qualifications and insurance cover (note insurance is centrally arranged by the club - details available from the secretary of any playing section)
- Never exert undue influence over performers to obtain personal benefit or reward
- Never condone law violations, rough play or the use of prohibited substances

Note: If you have a concern that any part of this policy has been contravened please contact: Viv Armson on 01963 370642 or e-mail vivarmson@hsbc.com

The CCRFC Equity Action Plan can be found on the RFU and CCRFC website.