



VOLUNTEERS CODE OF CONDUCT

CORE VALUES

Introducing young people to the values of rugby union will provide a mindset that will stretch beyond participation in the sport. Much of the behaviour and attitudes that have defined rugby union are highly regarded both within and outside the sport. Regardless of any adverse changes in society, the JRFC Minis & Juniors and the RFU work hard to protect and promote the game's fundamental elements for the next generation. Qualities we believe Rugby Union provides:

TEAMWORK

Teamwork is essential to our sport.

- We welcome all new team members and include all because working as a team enriches our lives.
- We play selflessly: working for the team, not for ourselves alone, both on and off the field.
- We take pride in our team, rely on one another and understand that each player has a part to play.
- We speak out if our team or sport is threatened by inappropriate words or actions.

RESPECT

Mutual respect forms the basis of our sport.

- We hold in high esteem our sport, its values and traditions and earn the respect of others by the way we behave.
- We respect our match officials and accept their decisions.
- We respect opposition players and supporters.
- We value our coaches and those who run our clubs and treat clubhouses with consideration

ENJOYMENT

Enjoyment is the reason we play and support rugby union.

- We encourage players to enjoy training and playing.
- We use our sport to adopt a healthy lifestyle and build life skills.
- We safeguard our young players and help them have fun.
- We enjoy being part of a team and part of the rugby family because it enhances confidence and self-esteem.

DISCIPLINE

Strong discipline underpins our sport.

- We ensure that our sport is one of controlled physical endeavour and that we are honest and fair.
- We obey the 'Laws of the Game' which ensure an inclusive and exciting global game.
- We support our disciplinary system, which protects our sport and upholds its values.
- We observe the sport's Laws and regulations and report serious breaches.

SPORTSMANSHIP

Sportsmanship is the foundation rugby union is built upon.

- We uphold the rugby tradition of camaraderie with teammates and opposition.
- We observe fair play both on and off the pitch and are generous in victory and dignified in defeat.
- We play to win but not at all costs and recognise both endeavour and achievement.
- We ensure that the wellbeing and development of individual players is central to all rugby activity.

THE VOLUNTEERS CODE

A volunteer has the potential to be a highly influential figure in players' lives. You could be responsible for training a team in preparation for matches, operating as the link between players, their parents and the Minis & Juniors and organising fixtures. Above all, you're responsible for ensuring that everyone enjoys their rugby.

Volunteering with the Minis & Juniors is an exciting, rewarding and active way of positively influencing the future of rugby, while remaining in touch with the game.

In order to establish and maintain the highest possible volunteering standards, it's important for all volunteers to work within an acceptable framework. This document is not exhaustive of all eventualities that may arise, but it is intended to provide suitable outline guidance for all of our volunteers.

SAFEGUARDING

- All Minis & Juniors (M&Js) Coaches, managers and volunteers are required to have current DBS Certificate completed through the RFU.
- All volunteers should be concerned with the safety, wellbeing and protection of all children playing for the M&Js. This includes balancing the child's performance needs with their social, emotional and psychological needs.
- Volunteers are ultimately responsible for establishing and maintaining the working boundaries between themselves and children. They should not leave themselves open to allegations of misconduct or abuse through inappropriate behaviour or language.
- All volunteers should attend the RFU 'Play it Safe' course.
- Volunteers should avoid physical contact with children. Where physical guidance is required, consent must be gained in advance and actions made clear to avoid misinterpretation.
- A volunteer is in a position of trust and respect and that trust should not be abused in any way.
- A volunteer must notify the M&Js Committee if he/she has been subject to an investigation by the Police or any other law-enforcement organisation.

INTEGRITY & ETHICS

Volunteers should:

- Encourage fair play and obey the RFU Rules of Play within all training and matches.
- Never facilitate improved performance by compromising a child's safety or wellbeing.
- Respect the match officials at any match and do not do anything to erode their authority.
- Be reasonable in their demands of players and only perform sessions appropriate to each child's age, ability and maturity.
- Deal appropriately with winning and losing, while encouraging competition.
- Never ridicule players for making mistakes.
- Recognise their importance as a role model and set high standards of behaviour which includes not consuming alcohol or smoking when responsible for players at training and on tour, or when wearing Jersey Reds volunteer issued kit.

SAFETY

Volunteers should:

- Check all equipment, playing surfaces and surrounding areas of hazards.
- Prepare children for all sessions and matches and ensure that they are not put at risk by exposing them to conditions beyond their capabilities.
- Abide by the RFU recommended ratio of adults to young people.
- Ensure that when young players are playing contact games, or participating in contact training sessions that they wear a mouthguard.
- Ensure that children are appropriately dressed for the activity and weather conditions.
- Have a qualified first aider present or all sessions and games; and not operate outside their frame of reference or in a negligent way that would not be covered by the RFU insurance.
- Always follow the advice given by a qualified first aider regarding a player's need for rest/recovery or return to play.
- Follow accident and injury reporting protocols.

In agreeing to support this Code of Conduct, best practice will be observed and the Minis and Juniors will strive to continue to provide a high level of coaching and a positive, fun and enjoyable experience for all.

I have read and agree to abide by this Code of Conduct.

Name:

Squad:

Date:

Signed: