

**GROVE RUGBY FOOTBALL CLUB**

THE RECREATION GROUND, CANE LANE, GROVE, WANTAGE, OXFORDSHIRE, OX12 0FL

**SENIOR SECTION**

**CODES OF CONDUCT FOR PLAYERS, SPECTATORS AND COACHES**

The Grove RFC Senior section exists to give players from the whole community the opportunity to learn the game of rugby in a safe environment in accordance with the Rugby Football Union Core Values. All participants in the playing and coaching of the game, all parents and carers and others accompanying players and in the running of the Club are expected to show care and consideration, and respect for the rules of the Club and the game of Rugby at all times.

Grove RFC fully endorses and supports The RFU Core Values. All The Club policies and procedures are designed to embed these values in the club culture and everyday practice:

* Teamwork
* Respect
* Discipline
* Sportsmanship
* Enjoyment

Grove RFC is committed to everyone having the right to enjoy rugby in a safe environment free from the threat of intimidation, harassment and abuse. All club members have a responsibility to oppose discriminatory practice and promote inclusion. The club abides by a strict equality policy (available at club and on club web site). Any breaches of this policy will be dealt with according to the disciplinary procedure contained in this code of conduct.

**Code of Conduct for Players**

At Grove RFC players are expected:

1. Retain self-discipline and keep control of themselves during training and matches
2. Accept the referees decisions and never argue with them or other officials
3. Commit to working hard to improve their game, co-operate with and encourage other members of the their team
4. Respect the opposition, their efforts, and applaud them genuinely after the game
5. Always to play within the rules of the game
6. To keep up to date with schedules and fixtures by consulting their coach
7. To attend regularly for training and matches.
8. To generally behave in a manner which brings credit to Grove RFC and promotes the RFU Core Values
9. Not to consume illegal drugs or any performance enhancing substance
10. To pay any fees or dues promptly
11. To abide by and accept the club disciplinary policy
Please note that typical RFU penalties for offences committed on the field are as follows:
 - Verbal abuse of match official; **8 week ban
 -** Threatening action or words towards a match official; **18 month ban**
 - Physical abuse of a match official; **2 year ban**

**Code of Conduct for Spectators**

At Grove RFC spectators are expected to:

1. Accept the referees decisions and never verbally abuse them or other officials
2. Respect the opposition, their efforts, and applaud all good play, not just Grove RFC
3. Any form of violence or practice against the laws of the game is not to be encouraged by shouts from the touchline
4. Not use foul or abusive language
5. Generally behave in a manner which brings credit to Grove RFC and promotes the RFU Core Values

**Code of Conduct for Coaches and Officials**

At Grove RFC Coaches and Officials are expected:

1. To arrive on good time to ensure they are ready to carry out activities on schedule.
2. To be supportive of all Club policies.
3. To prepare adequately for the activities they run.
4. To promote a disciplined sporting attitude showing due respect within their activities.
5. To be open to discussion and resolution of problems or concerns of any player
6. To support and help with the organization of the Club
7. To ensure players in their charge comply with rules on smoking, alcohol and drugs.
8. To not smoke in and around any playing area
9. To promote the wellbeing and safety of participants before the development of performance
10. To develop an appropriate working relationship with players based on mutual respect and trust
11. To ensure all activities are appropriate to the experience and ability of participants.
12. To promote the positive aspects of rugby and fair play.
13. To display consistently high standards of behaviour and appearance.
14. To follow all guidelines laid down by the RFU.
15. To maintain the appropriate qualification for the activities.
16. Never to exert undue influence over players for personal benefit or reward.
17. Never to condone rule violations or rough play.
18. To behave in a manner which brings credit to Grove RFC, promotes the RFU Core Values, and to ensure players do likewise.

 **Disciplinary Procedures**

Grove RFC expects all its members to behave in an appropriate manner at all times when on Club premises or when representing the Club. Should any member exhibit behaviour either on or off the field the Club has disciplinary procedures dealing with breaches of behaviour which in no way replace constituent body processes, and these are as follows:

1. Disciplinary action will be triggered by a referee reporting an offence to the constituent body.
2. Disciplinary action can also be triggered by a formal complaint made by any other person to the Club, which after review by a committee member is deemed to constitute a possible disciplinary offence. If this review requires an investigative process before a decision can be made the committee member responsible will notify the other party concerned. If the investigation indicates no disciplinary offence has taken place the complainant will be notified in writing with reasons. Any such investigation will be conducted expediently with the aim of completion within two weeks.
3. Where a disciplinary offence has been identified, a disciplinary committee will be convened at the earliest opportunity (within a week of the offences being identified unless this is not possible). The committee will consist of three Officers of the Club, who must be drawn from the Club Committee.
4. The Disciplinary Committee shall inform the offender in writing of the time and place of the Disciplinary Hearing. The offender has the right to request an alternative time, but prevarication will lead to disciplinary action in the absence of the offender, with the evidence available considered.
5. The Disciplinary Committee will consider the evidence put forward, any defence offered, and any mitigating circumstances, and will reach a verdict based on the balance of probabilities.
6. In the event of a guilty verdict the Disciplinary Committee will judge an appropriate punishment which fits the level of offence. For playing offences this should be equal to the expected punishment which the constituent body would impose. For off the field offences and for ‘bringing the Club into disrepute’ the Committee will be free to impose whatever seems reasonable in relation to the seriousness of the offence.
7. If at any stage of the process it appears that the offence might be of a criminal nature the disciplinary process will stop and the facts be reported to the police. The disciplinary process will recommence when all legal activity is completed.
8. If the offender feels the process has been unfair or the verdict or punishment inappropriate, an appeal can be lodged by written notice to the Chairman of the Club, and a review panel will be called. This panel will have the power to annul the verdict or change the punishment including increasing the severity. No further appeal is available beyond this stage.

Offences of violence either in play or off the field will be particularly firmly dealt with.

Offences which qualify for disciplinary action other than referees reports include:

1. Vile and abusive language

2. Foul play or violence

3. Vandalism

4. Theft

5. Breach of rules/laws regarding alcohol, drugs and smoking

6. Abuse of a player or official.

7. Any action which brings the Club into disrepute.

Updated October 2017

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| Signed: | Martin T Stalder |
| Executive Position: | Club Secretary |
| Dated: | 13/01/2019 |