Greenock Wanderers (GWRFC)

Codes of Conduct and Expected Standards of Behaviour

These codes of conduct are for all Coaches, Staff, Volunteers, Parents and Carers, Spectators, and Children and Young People.

Developed November 2024.

Introduction

These Codes of Conduct and Expected Standards of Behaviour apply to all members, players, coaches, volunteers, staff, parents, carers, spectators, visitors and anyone representing or participating in activities connected to GWRFC. The standards outlined below apply during rugby activities, competitions, training sessions, tours, social events, club functions and within the clubhouse and club grounds. All concerns relating to breaches of these Codes of Conduct will be addressed in line with the club's policies and procedures.

Addressing concerns and breaches of the codes of conduct

GWRFC is committed to maintaining a safe, respectful, inclusive and enjoyable environment for everyone.

Where behaviour falls below the standards set out in these Codes of Conduct, the club will seek to address concerns promptly, fairly and proportionately.

Depending on the nature and seriousness of the concern, action may include:

- Informal conversations and reminders about expected standards;
- Restorative or supportive discussions;
- Behaviour agreements or improvement plans;
- Verbal or written warnings;
- Restrictions on attendance, participation or access to club activities, events or premises;
- Referral to relevant club policies and procedures;
- Referral to Scottish Rugby processes where appropriate.

Any action taken will be proportionate, consider the individual circumstances involved, and prioritise the safety, wellbeing and enjoyment of all participants.

Where concerns involve children or young people, action will be guided by safeguarding principles and seek to promote positive behaviour, learning and development wherever possible.

Staff, volunteer and coach code of conduct

As a member of staff, volunteer or coach at GWRFC, you play an important role in creating a safe, positive and inclusive environment for everyone involved in the club. You are expected to uphold the club's values and act in a way that promotes the wellbeing, safety and development of all participants.

As a member of staff, volunteer or coach, you are expected to:

Promote safety and wellbeing

- Implement and follow the club's Child Wellbeing and Protection Policy and associated procedures.
- Prioritise the wellbeing and safety of children and young people in all decisions and actions.
- Listen to and respond appropriately to concerns raised by children, young people, parents, carers or other members.
- Report any safeguarding, wellbeing or protection concerns, including lower-level concerns and poor practice, in line with club procedures.
- Support the creation of environments where everyone feels safe, respected and able to participate.

Build positive relationships

- Treat all children, young people and adults with dignity, fairness and respect.
- Maintain appropriate professional boundaries at all times.
- Respect the views, experiences and rights of children and young people.
- Communicate in a manner that is supportive, constructive and age-appropriate.
- Develop positive relationships with parents and carers and encourage open communication.

Promote inclusion and respect

- Champion equality, diversity and inclusion throughout the club.
- Support everyone's right to participate and contribute to rugby.
- Challenge discriminatory, bullying, intimidating or abusive behaviour.
- Foster an environment where differences are recognised, respected and valued.
- Lead by example in demonstrating respect, teamwork, sportsmanship and integrity.

Act responsibly

- Behave in a manner that reflects positively on GWRFC
- Keep relevant qualifications, safeguarding training and disclosures up to date.
- Follow club policies relating to communication, social media, travel, photography and the use of technology.
- Ensure activities are appropriately planned, supervised and delivered.
- Take reasonable steps to ensure facilities and equipment are safe and suitable for use.
- Use constructive and positive approaches to developing confidence, skills and performance.
- Behave appropriately when representing the club at matches, training, tours, social events and online.

Be a positive role model

- Recognise that children and young people learn from the behaviour of trusted adults.

- Encourage effort, learning, participation and enjoyment.
- Demonstrate patience, fairness and professionalism.
- Promote a culture where concerns can be raised openly and safely.
- Support the development of positive attitudes and behaviours both on and off the pitch.

Practice to be avoided

The following practices should be avoided wherever possible:

- Having favourites or treating participants unfairly.
- Spending excessive amounts of time alone with a child or young person away from others.
- Entering changing areas unnecessarily or without a clear reason.
- Doing things of a personal nature for a child or young person when they can do them themselves.
- Communicating with children and young people outside approved club communication methods.
- Engaging in behaviour that could be misinterpreted or compromise professional boundaries.

Where such situations are unavoidable, they should be open, transparent, justifiable and, where appropriate, recorded.

Unacceptable Practice

The following behaviour is unacceptable and may result in action under club, safeguarding or disciplinary procedures:

- Failing to report concerns about the wellbeing or safety of a child or young person.
- Bullying, harassing, intimidating or discriminating against any individual.
- Using inappropriate, offensive or abusive language.
- Engaging in coercive, controlling or manipulative behaviour.
- Forming an intimate, emotional, physical or sexual relationship with a person under the age of 18.
- Engaging in behaviour that could place a child, young person or other member at risk of harm.
- Physically or emotionally abusing any participant.
- Deliberately disregarding club, safeguarding or Scottish Rugby policies and procedures.

As a member of staff, volunteer or coach, you have the right to:

- Be treated with dignity, fairness and respect.
- Feel safe and supported in your role.
- Have access to appropriate induction, training and development opportunities.
- Be informed of the club's policies and procedures.
- Raise concerns and have them listened to and responded to appropriately.
- Receive support when dealing with safeguarding, welfare or behavioural concerns.
- Work within an environment that promotes inclusion, wellbeing and mutual respect.
- Be protected from bullying, harassment, discrimination or abuse.

Parent and Carer Code of Conduct

As the parent or carer of a child or young person at GWRFC, we expect you to:

The essentials:

- *Make sure that your child has the right kit, food, and drink for the sessions.
- Ensure that your child arrives to sessions on time and is picked up promptly – let us know if you're running late, your child is going home with someone else, or you have agreed on them making their own way home (age dependent).
- Complete all consent, contact and medical forms, and update us if anything changes.
- Make sure that your child wears any protective kit issued or required.
- Be respectful of everyone participating (coaches, staff, volunteers, officials, children, young people, parents and other teams and staff).
- Build and maintain a relationship with your child's coach - have check-ins to support your child's development.
- Talk to us if you have any concerns about any part of your child's involvement, we'd love to hear from you!

***If you're struggling with any aspects of this, please speak to someone at the club and we will do our best to support you with this.**

Behaviour:

- Take time to talk to your child or young person about rugby and what they'd like to achieve while taking part – and share this with us!
- Listen to your child if they say they don't want to do something and ask them why – sudden changes in behaviour could indicate something bigger is going on.
- Behave positively and encourage your child and their peers.
- Let your child know you're proud of them.
- Respect and accept the officials' judgments and do not enter the field of play.
- Use social media and apps responsibly when communicating on our channels, in line with our code of conduct and policies.
- Talk to your child about embracing sportsmanship.
- Encourage your child to play by the rules.
- Ensure your child understands their code of conduct.
- Remember that children and young people play for enjoyment as well as competition.
- Remember that your behaviour may affect not only your child but the other children and young people participating.
- Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.
- Applaud effort and good play as well as success.
- Let the coaches do their job and not confuse the players or athletes by telling them what to do.
- Never criticise a player for making a mistake. Remember that mistakes are an important part of learning.
- Pass on any concerns that you have about the wellbeing of a child or young person to a club official.

As a parent or carer, you have the right to:

- ✓ Be assured that your child/young person is safeguarded during their time with us.
- ✓ See any of our policies and procedures at any time.
- ✓ Know who the Child Wellbeing and Protection Officers are and have their contact details.
- ✓ Be involved and contribute towards decisions within GWRFC.
- ✓ Know what training and qualifications or staff and volunteers have.
- ✓ Be informed of problems or concerns that involve or affect your child.
- ✓ Know what happens if there's an accident or injury and how this will be dealt with.
- ✓ Be informed if your child is injured and see records of any incidents.
- ✓ Have your consent sought for anything outside of our initial consent form, such as permission for trips or photography.
- ✓ Any concerns you may raise, will be listened to and responded to.

Children and Young People Code of Conduct

*This is an example code of conduct that can be used for children and young people. However, we understand that children will be more likely to take ownership if they're involved in the process and would encourage all coaches working with under 18's to involve them in adding to these codes with ideas of their own.

The essentials:

- Being ready and on time for training and games.
- Respecting the coach and other helpers by listening to their instructions.
- Speak out if you feel worried or concerned – and reach out to someone you trust for support.
- Take care of our (and opposition's) premises and equipment as if they are your own.
- Accepting what the coach or match officials ask you to do in the rules of the game.
- Playing to the best of your ability.
- Never swearing at or insulting anyone, including other players/coaches/officials or anyone there to support.
- Telling your parents or carers where you are, or if you are going to be late.
- Following advice from sport doctors or physios to keep you safe and injury free.
- Never bullying other players/athletes either yourself or in a group.

Behaviour:

- Celebrate differences at GWRFC and not to discriminate against others.
- Report any instances of bullying behaviour to an adult at the club.
- Treat others with respect and appreciate that everyone has different levels of ability and skill.
- Support and encourage your teammates.
- Respect everyone participating (staff, volunteers, officials, and players from all teams).
- Celebrate success and be gracious when we lose.
- Follow these codes of behaviour, and the rules of rugby.

As a young person taking part in rugby at GWRFC, you have the right to:

- ✓ Have fun and enjoy the time you spend with us.
- ✓ Know that you are safe.
- ✓ Be informed of who you can talk to if something isn't right, or you have a concern.
- ✓ Be listened to and feel valued.
- ✓ Be involved and contribute towards decisions within our club.
- ✓ Be respected by us and your peers.
- ✓ Be treated fairly.
- ✓ Feel welcome and included.
- ✓ Feel encouraged to develop your skills with our support.
- ✓ Be looked after and supported if there is an injury or an accident.

Bullying can happen between children or between adults and children. It means things like:

- Name calling.
- Making fun at someone's expense.
- Giving only negative feedback
- Hitting
- Shoving
- Stealing
- Damaging belongings
- Spreading rumours
- Making threats
- Sending/posting nasty messages
- Leaving people out on purpose.

If you are worried about something, don't keep it to yourself. Speak to an adult who you know and trust such as a parent, coach, teacher, the Safeguarding Team at the club, a guidance teacher, doctors, or school nurse.

If there isn't anyone you can talk to, you can contact Childline in Scotland on 0800 1111 or at childline.org.uk. It's free, private, and confidential.

Spectator and Supporter Code of Conduct

Supporting rugby in a positive, safe and respectful Way

GWRFC is committed to creating an environment where all players, coaches, officials, volunteers, members and visitors feel welcome, safe, respected and valued.

This Code of Conduct applies to all spectators, supporters, parents, carers, family members and guests attending GWRFC activities, including:

- Home and away fixtures;
- Training sessions;
- Tours and rugby-related activities;
- Social events and functions;
- Activities taking place within the clubhouse and club grounds.

While these standards apply to all club activities, they are particularly important in age-grade rugby, where children and young people are developing confidence, resilience, skills and enjoyment of the game.

As a spectator or supporter, you play an important role in shaping the culture and environment around our club. We ask all supporters to uphold the following standards of behaviour.

As a spectator or supporter, we expect you to:

Encourage and celebrate positive play

- Applaud effort, teamwork, sportsmanship and skill from all players.
- Support players positively, regardless of the score or result.
- Recognise that mistakes are a natural part of learning, development and participation in sport.
- Avoid comments, reactions or behaviour that could be perceived as mocking, criticising or humiliating players.
- Celebrate positive moments in the game without drawing attention to errors or mistakes made by others.

Remember the age and stage of participants

- Recognise that children and young people are still developing confidence, resilience and rugby skills.
- Ensure your enthusiasm remains supportive and encouraging at all times.
- Help create an environment where all young people feel safe to participate, develop and enjoy the game.
- Be mindful that behaviours intended as harmless banter may be experienced differently by children and young people.

Respect officials, coaches and volunteers

- Treat referees, match officials, coaches and volunteers with courtesy and respect.
- Accept that referees' decisions are made in good faith and form part of the game.
- Allow coaches to coach and players to play.
- Raise concerns appropriately through club channels rather than from the touchline, sidelines or spectator areas.
- Recognise and appreciate the contribution of volunteers who support the running of the club.

Respect others on and off the pitch

- Treat all players, members, visitors, staff, volunteers and guests with dignity and respect.
- Contribute to a welcoming, inclusive and family-friendly atmosphere.
- Refrain from behaviour that is abusive, intimidating, discriminatory, aggressive or likely to cause upset or distress to others.
- Respect cultural, personal and individual differences.
- Behave responsibly within the clubhouse, club grounds and at all club events.
- Respect club facilities, equipment and property.

Support a safe and inclusive environment

- Help create an atmosphere where everyone feels safe, included and able to participate.
- Report any safeguarding, wellbeing or welfare concerns to a club official as soon as possible.
- Follow instructions provided by club officials relating to safety, welfare or match operations.
- Support the club's commitment to safeguarding, equality, inclusion and wellbeing for everyone involved in rugby.

Be a positive role model

- Recognise that children and young people learn from the behaviour of adults around them.
- Demonstrate the values of respect, teamwork, enjoyment and good sportsmanship.
- Consider how your words, actions and reactions may affect others.
- Contribute positively to the reputation and culture of GWRFC.

Adult player code of conduct

As an adult player representing GWRFC, I understand that my behaviour contributes to the culture, reputation and values of the club. I recognise that I am a role model to children and young people involved in rugby and will act in a way that promotes a safe, respectful and inclusive environment for all.

As an adult player, you are expected to:

Respect the game

- Play within the laws and spirit of rugby.
- Respect match officials and accept their decisions.
- Treat opponents, teammates and club officials with dignity and respect.
- Win with humility and lose with good grace.

Be a positive representative of the club

- Recognise that my actions reflect on Greenock Wanderers.
- Behave responsibly when representing the club at matches, training sessions, tours, social events and online.
- Promote the values of teamwork, respect, inclusion and sportsmanship.
- Support a welcoming environment for new players, members and visitors.

Support child wellbeing and protection

- Act as a positive role model for children and young people.
- Maintain appropriate boundaries with anyone under the age of 18.
- Follow all Club and Scottish Rugby child wellbeing and protection policies and procedures.
- Report any concerns regarding the safety or wellbeing of a child or vulnerable person to a Child Wellbeing and Protection Officer or appropriate club official.

Create an inclusive environment

- Treat everyone fairly regardless of age, sex, gender, disability, race, religion, sexual orientation or background.
- Challenge and report discriminatory, abusive, intimidating or bullying behaviour.
- Contribute to an environment where everyone feels welcomed, valued and respected.

Behave responsibly

- Use language that is respectful and appropriate.
- Respect club facilities, equipment and property.
- Follow club policies relating to alcohol, social media and conduct.
- Raise concerns or complaints through appropriate club processes.

I will not:

- Engage in bullying, harassment, discrimination or abusive behaviour.
- Use threatening, intimidating or aggressive language or actions.

- Undermine, intimidate or verbally abuse match officials, volunteers, coaches, players or spectators.
- Bring the club into disrepute through my behaviour either in person or online.
- Engage in conduct that may place children, young people or other members at risk of harm.

Useful Contacts and Information:

GWRFC:

Safeguarding Team:

Lucie Phillips

Kimberly Boyd

cpogwrfc@gmail.com

SRU:

Faye Henderson (Child Wellbeing and Protection Manager) – Faye.Henderson@sru.org.uk / 07976 279473

Amanda Boyle (case Manager) Amanda.Boyle@sru.org.uk / 07966 902246

External supports:

Child Wellbeing and Protection in Sport Service at Children First and **sport**scotland:

cwps@childrenfirst.org.uk

0141-4191156

https://www.childrenfirst.org.uk/about-us/working-with-professionals/child-wellbeing-and-protection-in-sport/

Childline:

08001111

https://www.childline.org.uk/?gclsrc=aw.ds&gad_source=1&gclid=Cj0KCQiAoae5BhCNARIsADVLzZc6QN1aYWuHjT_ILK7V_xEcRFHjQ1HeOr5YYrqh3RB10zaHEuWrsbgaAtTJEALw_wcB&gclsrc=aw.ds