



Old Albanian RFC

Code of Conduct

2022

Executive Committee

Old Albanian RFC Code of Conduct

This applies to all members, players, supporters, officers and any other person linked with the club, whether at Woollams' Playing Fields or another venue supporting or representing the club.

In Rugby Union all people are encouraged to:

- Recognise good play by ALL players involved in any match.
- Be a good sport – win or lose.
- Act as a positive role model.
- Encourage all, irrespective of their ability, never ridicule any individual player, regardless of the team they play for.
- Keep winning and losing in perspective, encouraging everyone to behave with dignity in all circumstances.
- Be involved with club activities and share your expertise.
- Share concerns, if you have them, with club officials.
- Remember – It's only a game!

In Rugby Union all people should:

- Respect the referee and match officials, whether playing or watching.
- Treat others as you would like to be treated.
- Never do anything to bring the game or Old Albanian RFC into disrepute.
- Condemn bad language, rude behaviour and violence.
- Abuse of any description, of fellow Old Albanians' or any other club IS NOT ACCEPTABLE.
- Harassment of ANY DESCRIPTION of any individual is NOT ACCEPTABLE.
- Support the clubs' staff/volunteers in their various roles and, the smooth running of the club and the facilities at Woollams'.

Old Albanian RFC Code of Conduct – Young Players

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.

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

In Rugby Union parents are encouraged to:

- Be familiar with the coaching and training programme to ensure 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 familiar with the “Good Coach’s code”.
- Coaches should recognise the importance of fun and enjoyment when coaching young players.
- Be familiar with, and abide by, the RFU child protection guidance in relation to verbal and emotional abuse.

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.
- Remember young people learn much by example.

Old Albanian RFC Code of Conduct – Disciplinary Process

Old Albanian RFC takes the conduct of any person associated with it seriously and will take disciplinary action where necessary against anyone who breaches the Code of Conduct.

Any individual may raise a concern or complaint in relation to the behaviour of a member or person connected to Old Albanian RFC. This can be done to a senior figure within the team, age group or club section, or via discipline@oarugby.com.

Any of the following actions could be subject to disciplinary action:

- Unacceptable behaviour, which can include:
 - Bad language
 - Rude or abusive behaviour
 - Violence of any description.
- Abuse of any description of match or club officials
- Abuse of any description of any staff working at Woollams or any other venue.
- Harassment of any description.
- Any action bringing Old Albanian RFC or OA Sport into disrepute.
- Any action bringing the game of Rugby Union into disrepute.
- Failure to abide by any RFU regulations
- Failure to abide by any Child or Data Protection regulations.

Following notification of a complaint the process will be as follows:

- A three person panel will be convened and will review the case, the panel will comprise of the:
 - Chair of the relevant club section, or Chair or Vice-Chair of the Club's Executive Committee.
 - A member responsible for discipline or safeguarding.
 - A senior member from the relevant section of the club.
- In the event of a serious incident, the panel may choose to immediately suspend the individual from club activities.
- The individual will be notified of the complaint, suspension (if applicable) and will be required to attend a hearing with no less than 24 hours' notice.
- The individual will be entitled to bring an individual for support.
- If relevant, witnesses may be called.
- At the hearing the complaint will be presented, and the individual will have the opportunity to present a defence and discuss the incident.
- On hearing the case, the panel will retire to discuss and come to a finding and if necessary, decide on a sanction.
- The verdict will be provided verbally at the hearing and in writing within 7 days.

The club will always seek an amicable resolution to disciplinary actions providing the opportunity for individuals to redeem themselves. Sanctions could include:

- A warning.
- Community Service on behalf of the club.
- Taking part in RFU or other accredited courses.
- A ban from playing or representing the club.
- Temporary suspension or termination of membership.
- Temporary or permanent ban from Old Albanian RFC events and facilities.

The club may choose to suspend some or all of the sanction for a period of time.