



Castleford RUFC

Juniors and Girls Welcome Pack

2022-23

(to be retained by members)





Castleford RUFC

Dear PARENT/CARER

On behalf of Castleford RUFC we would like to welcome you and your child to the club. We hope that it will help you to appreciate the Club, the efforts of all coaches and members and promote your child's enjoyment of Rugby Union. We aim to provide opportunities for all young people between the ages of 6 and 19 to receive coaching and play in competitive matches against other clubs.

Qualified coaches who are trained, DBS checked and are suitable for working with young people deliver all coaching. We place your child's interests at the centre of all of our activities. We are committed to ensuring that he/she can participate safely in a friendly and supportive atmosphere. We place utmost emphasis on children enjoying their rugby and participating in all activities and we implement the RFU's guarantee that each player will play at least half a game in fixtures.

We believe that you have an active role in upholding the ethos and spirit of Rugby Union (*the RFU Core Values are Teamwork, Respect, Enjoyment, Discipline and Sportsmanship*) and this will assist you. We welcome and encourage your participation in the Club's activities; please consider helping as a volunteer - please see your child's coach. We do have social events, too.

We welcome all new players regardless of ability and previous experience. Training sessions for Juniors' and Girls' teams take place at the Willowbridge Lane based clubhouse and grounds as advertised. and during the Season on Sundays with appropriate coaching for age groups and abilities. Matches take place on Sundays and fixtures will be advertised. You should make appropriate arrangements for your child to travel to and from training sessions and matches and we would appreciate it if your child arrives promptly on training and match days. We provide playing kit (shirts, shorts and socks) for matches. For training sessions players should bring their own kit, including extra layers that can be removed if necessary, and a drink. Gum shields are recommended for both training and matches.

The Juniors and Girls Family Membership fee remains at **£40 for the whole season** - please note that this membership fee covers your family so that if you have two or more children at the club you will still only have to pay £40. **In addition, to assist the future development of the club and, instead of weekly subs or match fees, we require one member of a player's family to participate in the 200 Club; payment for this can be by direct debit or standing order at £5 per month or by making a one-off payment of £60. There is the added advantage of being able to win significant monetary prizes in the**

monthly draws for the 200 Club. 200 Club documentation can be accessed at castlefordrufc.com/membership.

We would be grateful if you could complete the Juniors and Girls Family Membership Form from castlefordrufc.com/membership. In addition, all players must be registered on the RFU registration database (GMS) to enable them to play in matches – we will ask you to verify those details on the RFU GMS system. For your safety, it is important that the club is informed of any medical condition or allergies that may be relevant, should you fall ill or be involved in an accident while at the club.

In the light of the growth of online banking we would appreciate payment of the membership fee to be made directly to the club's bank:

SANTANDER COMMERCIAL BANK, BRIDLE ROAD, BOOTLE, MERSEYSIDE L30 4GB

(SORT CODE 09-07-23 ACCOUNT NO. 78935488 CASTLEFORD RUFC) quoting as the reference CRUFCFamMem and YOUR SURNAME

Please also join our mailing list on the club website <https://www.castlefordrufc.com> to receive all news and updates about the club's activities directly to your inbox.

Thank you and with best wishes.

Hannah Mayes, Juniors' Registrar

and

Stephen Ball, Girls' Registrar

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Equity policy statement and the Club's Code of Conduct

Castleford RUFC ('the Club') 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:

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.

The Club has adopted the RFU Code of Conduct published in June 2022 and which is viewable and can be downloaded [from the Club website](#). These supersede the Club's previous Codes of Conduct but maintain the Club's long-standing values and emphasise that the Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport and generally, regardless of age, ability, gender, race, ethnicity, religious belief, sexual orientation or social/economic status.

RFU Code of Conduct (June 2022)

Please see the RFU Code of Conduct [viewable on this link](#), the contents of which are:

1. Introduction to the Code
2. The Code
3. Rights of individuals
4. Conduct
5. Behaviour we encourage at the club
6. Unacceptable behaviour at the club
7. Who the code applies to
8. Reporting and disciplinary action
9. Relevant RFU policies and regulations

Discipline Process

1. The guiding principle to this Discipline Process is that in an amateur environment we have to develop good behaviour, self-discipline, correct attitudes, good team ethics, high expectations and an understanding of the benefits of good discipline. It has a broad remit and involves the development of respect for oneself, team members, club officials and other members, opponents, referees and spectators. The cornerstones of such are the RFU Code of Conduct.
2. All members are obliged to follow the RFU Code of Conduct.
3. The General Committee have ultimate responsibility for the implementation of this Discipline Process. It may delegate authority to deal with individual disciplinary matters to a Disciplinary Panel, which will consist of, but not be limited to, two General Committee members and either the coach or the relevant team's captain and any other Club members co-opted for this purpose.
4. Any player shown a red card in a match will be automatically suspended from playing from the next 2 matches on the fixture list. The player will be fined £10.
5. Any player shown a red card in a match will be interviewed on the Tuesday following the event by the Disciplinary Panel who shall investigate the report fairly and shall hear any representations. If, after the player is interviewed, the Disciplinary Panel deems it necessary to add to the club's automatic two match suspension, this will be added so as to run consecutively.
6. Any player shown a yellow card in a match for dissent or foul play will be fined £5. Any player shown another yellow card for dissent or foul play in a rolling four match period will be treated in accordance with this Discipline Process as though he had been shown a red card in a match and so can be subject to the measures set out in paragraphs 4 and 5 above.
7. Any player that is summoned to the Yorkshire Disciplinary Board will be obliged personally to pay the mandatory expenses of £30 as it is not the responsibility of the Club to pay any expenses or fines imposed.
8. Persistent ill-discipline will result in a request for that player to appear before the General Committee and this may result in a further suspension and, if deemed appropriate, consideration of continuation of Club membership.
9. In accordance with the Club's Constitution there is a right of appeal in respect of any suspension from playing.
10. In respect of Age Grade players, the Club will follow the guidelines in the RFU Regulation 19 and Appendix 6 Age Grade Rugby procedures. The General Committee must be kept fully informed.
11. Any player who is suspended from playing or otherwise serving a ban in any other sport is not eligible to play for the Club for the same period in any capacity. In such circumstances, and once the period of the ban is served by the player, the Disciplinary

Panel will meet and consider representations as to whether the said player can register and then play for the club.

Misuse of social media

Only authorised individuals can post items on the relevant club website and official Facebook, Twitter and other social media sites to ensure consistency and clarity of communication and positive engagement.

All communications will meet required standards relating to content and relevance ensuring that the good name and reputation of the club is upheld, having regard to basic judgments of how it looks, what is said, how it is said, where it is said and who it is said to.

We must remind all club members to use all social media (be it the club's official sites, their own accounts or any public online forum) responsibly and that they are accountable for their actions and what is communicated via social media. Any failure could lead to appropriate disciplinary action being taken by the club and could well involve separate issues of criminal or civil liability.

By way of guidance for behaviour on social media (this is not exhaustive);

1. Don't put offensive photos online – this includes nude photos or body parts;
2. Don't use foul or offensive language online – this includes anything which could be considered racist, homophobic, ageist or sexist; anything which shows prejudice or disrespect to anyone with a disability; or anything which shows prejudice against someone's religion;
3. Don't insult or criticise any member of the club, the club sponsors, opposition club players, officials and supporters, match officials, the RFU officials or the RFU;
4. Don't post material that infringes the intellectual property rights of other parties;
5. Don't respond to offensive messages from others outside the club;
6. Don't retweet, like or share messages featuring any of the above as there is responsibility for the contents of retweets, likes or shares as for the original tweets or postings;
7. Never post anything that may be hurtful or untrue and may cause someone else to be upset by it;
8. Be fully aware of all safeguarding guidelines relating to children and young people published and maintained by the club.

Safety and Protection of children and young people

Our Club Safeguarding Officer

is

Jane Egan



Mobile: 07493004843

Email:

safeguarding@castlefordrufc.com

She can be contacted on any issue concerning the welfare of our young members either at the Club or by telephone.

Safeguarding Policy

The Club has adopted the RFU Code of Conduct published in June 2022 and which is viewable and can be downloaded [from the Club website](#). The RFU Code of Conduct makes direct reference to the RFU Regulation 21 Safeguarding and the complementary RFU Safeguarding policies, which the Club have adopted and the provisions of which it will adhere.

The overriding principle is that all members of the Club have responsibilities to safeguard children and young people and adults at risk and should conduct themselves appropriately at all times.

Responding to suspicions

It is understandable that people who are well-motivated, loving and caring individuals, with a deep commitment to their sport are reluctant to believe that children may be suffering harm in the sporting environment or at home.

It may be difficult to accept that children could be at risk because of the way the organisation is being run and the attitudes of those involved.

Levels of awareness need to be raised without creating an atmosphere of anxiety or suspicion. However, a basic principle should be that if you become aware of anything which causes you to feel uncomfortable you should talk to someone else about it.

This means being aware of the attitudes of coaches and volunteers and of the interactions between them and the children and also with each other.

You should be alert to any unusual incidents or activities which take place where you feel that coaches or volunteers are putting themselves in a vulnerable position.

RFU Age Grade Codes of Practice

These Codes of Practice provide practical support and best practice to those delivering the Age Grade game, which covers all rugby played by players below the age of 18.

They give practical advice on how to adopt a player-centred and holistic approach to rugby and support the application of RFU Regulation 15, which govern rugby played by children and young people.

There are seven codes in total, covering a number of topics ranging from playing and training frequency to the grouping of players and key information on player welfare.

When working with children and young people, coaches and officials must be aware of and abide by the RFU guidance on the safety and protection of young people, particularly contained in the [Age Grade Codes of Practice](#) and must adopt the following guidance:

Always be publicly open when working with young people. Avoid situations where you and an individual child are completely unobserved;

Rugby is a physical game. Situations will occur when, in order to teach or coach certain techniques, it is necessary to make contact with the player.

However, the following must apply:

- ❖ Parents and young players must be made aware of situations in which this may happen when they join the club;
- ❖ Physical handling should only be used for safety reasons or when there is no other way of coaching the technique.
- ❖ Contact or touching which is inappropriate (not directly related to the coaching context) or aggressive, will not be tolerated;
- ❖ If groups are to be supervised in changing rooms, always ensure that individuals work in pairs, and that gender is appropriate. Ideally, young people should not have to change at the same time or in the same place as adults;
- ❖ Where mixed teams compete away from home, they should always be accompanied by at least one male and one female adult;

Be a positive role model, which includes:

- ❖ Behaving with dignity and self-control.
- ❖ Using language and forms of address (names) that are respectable and respectful.
- ❖ Respecting and up-holding the roles of other coaches and match officials.

- ❖ Encouraging and appreciating all players' efforts - both their own team and opposition.
- ❖ Dealing with players, parents and others fairly and without favour in matters connected with appropriate play, general conduct and spectating.

Practices to be avoided

- Everyone should also be aware that, as a general rule, it does not make sense for a coach to:
 - ❖ Spend amounts of time alone with children away from others;
 - ❖ Take children alone on car journeys, however short.

NB - If it should arise that such situations are unavoidable, they should only take place with the full knowledge and consent of someone in charge in the club/governing body and/or a person with parental responsibility for the player.

- Individuals should never:
 - ❖ Take young people to their home or other places where they will be alone;
 - ❖ Engage in rough, physical games, sexually provocative games or horseplay with young people;
 - ❖ Take part in any dynamic games or training sessions with young people.
 - ❖ Allow any form of inappropriate touching (not specifically related to the coaching of the game);
 - ❖ Make sexually suggestive remarks to a young person, even in fun;
 - ❖ Use inappropriate language or allow young players to use inappropriate language unchallenged.
 - ❖ Allow an injured player to train or play

NB - Think 'Safety first in a safe sport environment'; prevent unacceptable risk of injury; avoid extremes of heat or cold; ensure good supervision of players both on and off the pitch, including the availability of First Aid.

Coaches' Code

Our coaches strive to:

- Promote fun and enjoyment in the context of learning and participation in the game of Rugby Union Football.
- Work to achieve this by recognising that most learning is done through doing.
- Appreciate the needs of the players before the needs of the sport.
- Keep winning and losing in perspective - encourage players to behave with dignity in all circumstances.
- Provide rugby experiences that are matched to players' ages and abilities, as well as their physical and behavioural development in a way that is in line with the rules and spirit of the [RFU Age Grade Codes of Practice](#).
- Avoid overplaying the 'best' players and give all an even chance to participate.
- Remember the importance of food and nutrition in promoting a healthy rugby-related life-style.
- Keep up-to-date with coaching and the laws of rugby by attending courses and achieving certification where possible, and by other means, in line with RFU philosophy, the [Age Grade Codes of Practice](#) and law changes.

Castleford RUFC Juniors' and Girls' rules

- We play fairly and within the rules.
- We do not argue with referees or question their decisions.
- We respect our opponents.
- We come to training and matches to enjoy ourselves.
- We will try our best and encourage our team mates.
- We will arrive in time for training and matches.
- We will bring the right kit.

Castleford RUFC Code of Conduct for parents/carers

- Never force your child to take part in sport.
- Support your child's involvement and help them to enjoy their sport.
- Encourage your child to learn the rules and play within them.
- Never punish or belittle a child for losing or making mistakes.
- Discourage unfair play and.
- Set a good example by recognising fair play and applauding the good performances of all.
- Do not argue with officials and indeed publicly accept their judgements.
- Use correct language at all times.

Changing Room Policy

- The changing rooms **MUST NOT** be used for access to the pitch/clubhouse.
- Female players and coaches should use the side access gate and rear door to gain access to changing rooms. Respect should be shown to both genders.
- Junior players (17 and under) should be supervised at all times in the changing room by two (2) adults who have current enhanced DBS checks.
- Adults (e.g. Coaches; physios; match officials and other volunteers) should not change or shower at the same time using the same facility as junior players.
- If you are involved in a mixed gender team, separate facilities should be made for each gender and each group should be supervised by adults of the same gender. If this is not possible or where mixed teams compete away from home, they should always be accompanied by at least one male and one female adult.
- Volunteers should not offer to do tasks of a personal nature which a young person could do for themselves unless specifically requested to do so by a parent/carer, although note that some young people may need assistance with tying laces, fitting head guards etc.
- Parents do not have an automatic right to be present in the changing room. It is good practice for clubs to control and restrict access to the changing rooms. Children nine and under, if they require assistance, should have one (1) parent/carer to assist, or arrive ready.
- If a young person is uncomfortable changing or showering in public, no pressure should be placed on them to do so. Encourage them to do it at home.
- Any adults, medically trained or otherwise, of the opposite gender to the team, for example, a female physio working with a male team, must not be present in the changing room whilst players are getting changed or showered.
- No photographic equipment in the changing room – This includes cameras; video cameras; mobile phones with photographic capabilities etc.