



## **Academy Management, Coaches and Volunteers Code of Conduct**

Everyone involved in the Boroughmuir Rugby Academy whether a player, Academy volunteer, coach, official, Club member or parent is expected to uphold Scottish Rugby's core values:

**Leadership : Engagement : Achievement : Enjoyment : Respect**

To this end, the following Code of Conduct is in place at the club for those working or volunteering with children and young people:

Boroughmuir Rugby Academy supports and requires all management, coaches and volunteers to observe the following standards of practice, including verbal and non-verbal actions when working/volunteering with children and young people:

### ***All shall:***

- Make rugby and training fun, enjoyable and promote fair play.
- Treat all children and young people equally, with respect, dignity and fairness. Challenge where you see other adults or children and young people participating in disrespectful or bullying behaviour.
- Involve parents/carers wherever possible.
- Build balanced relationships based on mutual trust.
- Include children and young people in decision-making processes.
- Always work in an open environment, wherever possible. Avoid private or unobserved situations.
- Put the wellbeing of each child or young person first before winning or achieving performance goals.
- Be an excellent role model to children and young people.
- Recognise the developmental needs and capacity of children and young people.
- Avoid excessive training and competition, pushing children and young people against their will and putting undue pressure on them.
- Follow Boroughmuir Rugby Academy's Digital Communication and Social Media guidance in relation to communicating with children and young people.



***None shall:***

- Have 'favourites' – this could lead to misinterpretation, or resentment and jealousy by other children and young people.
- Spend excessive amounts of time alone with children and young people away from others.
- Enter children or young people's bedrooms on trips away from home, unless in an emergency or in the interest of health and safety.
- Do things of a personal nature for children or young people that they can do for themselves.
- Contact children and young people online outside Boroughmuir Rugby Academy Digital Communication and Social Media guidance.

***The following are unacceptable practice in the eyes of Boroughmuir Rugby Academy:***

- Allowing allegations made by a child or young person to go unrecorded and unreported.
- To allow allegations about the wellbeing or protection of a child or young person to go unrecorded and unreported.
- Forming intimate emotional, physical or sexual relationships with children or young people.
- Making sexually suggestive comments to a child or young person, allowing or engaging in touching a child or young person in a sexually suggestive manner, or engaging in sexually provocative games.
- Being physically violent towards a child or young person.
- Allowing children or young people to swear or use sexualised language unchallenged.
- Behaving in a coercive or controlling manner towards a child or young person.
- Allowing a child or young person to share a room alone with a coach or adult member or inviting a child or young person into your home.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with Boroughmuir Rugby Academy appropriate policy/procedure. This may include the Responding to Concerns Procedure, Complaints Procedure, and/or Disciplinary Procedure.