

Calne Rugby Football Club

Clubhouse & Ground:

The Recreation Ground
Anchor Road, Calne
Wiltshire
SN11 8JA



Colours:

Blue, White & Red

Re-established 1960

CALNE RFC CORE VALUES ACTION PLAN

The aim is to demonstrate that CALNE RUGBY is committed to uphold the five core values and to show that there are processes in place to promote, communicate and embed them throughout the Club.

CALNE RUGBY'S CORE VALUES MISSION STATEMENT

Calne Rugby is committed to Rugby Union's five core values: **TEAMWORK, RESPECT, ENJOYMENT, DISCIPLINE and SPORTSMANSHIP** these clearly define Calne RUGBY's ethos and determine how all our members should behave with each other, on and off the field. They represent the very qualities which forge the fellowship and sense of fair play that is so essential to the spirit of the game and our Club's ongoing success. CALNE RUGBY's believes that above all else Rugby Union is far more than a game and that the enjoyment derived from taking part is far more important than winning (particularly at all costs).

UPDATED CODE OF CONDUCT

Calne Rugby is determined to reflect the core values with an updated Code of Conduct that will apply to players, coaches, managers, parents, volunteers and supporters in support of rugby union's five Core Values. It will be discussed with all members at the start of each season by the recruiting officer (Club captain). It will be displayed on the Club's website, notice board, given to new members and communicated via social media. It will be reviewed annually. All members (players, coaches, supporters, parents, volunteers) will sign up to abide by the code of conduct each season when they complete their membership forms committing them to observe the Club's Code of Conduct.

Calne Rugby will amend its current Code of conduct to reflect the Core values by 1st September 2015. It will include, for example, standards of behaviour relating directly to the five core values.

Rugby is a team game - do your best for your team mates and don't try to grab all the glory for yourself. (Teamwork) Understand the value of loyalty to your team/Club mates as you can't play rugby on your own. (Respect and Teamwork) Work equally hard for yourself and your team as you will both benefit; (**Teamwork and Sportsmanship**)

Be attentive during all coach and training sessions; (**Teamwork**)

Recognise and appreciate the efforts made by coaches, match officials, and administrators in providing Players the opportunity to play and enjoy the game of Rugby Union in a safe and fun filled environment; (Respect) Inform your Team Coach or Manager if you are treated in an unacceptable manner; (**Respect and Discipline**)

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Play because you want to, not to please others; (Enjoyment) Applaud the opposing team and match officials after the match and join them for fun and fellowship after the match because without them we have no game. **(Enjoyment)**

Remember that skill development fitness and enjoyment are important to the game; **(Enjoyment and Discipline)** Control your emotions. Verbal or physical abuse of team mates, opponents, coaches, match officials or spectators is not acceptable. **(Discipline)** Don't show off, lose your cool, pick on other players or generally misbehave - it's not part of rugby. **(Discipline)**

Recognise good play by your team mates and opponents; **(Sportsmanship)**

Play to the Laws of the Game and accept, without question, all the referee's decisions even if they appear to make a mistake; **(Discipline and Sportsmanship)** If you lose, accept it with good grace and try harder next time. **(Sportsmanship)**

Win with dignity and lose with grace **(Sportsmanship)**

Recognise that everyone has the right to expect that their involvement in Rugby Union to be safe and free from all forms of abuse; **(Sportsmanship)**.

CALNE RUGBY WILL EMBED PROCESSES WITHIN THE CLUB'S MANAGEMENT STRUCTURE TO COMMUNICATE, PROMOTE AND RETAIN THE FIVE CORE VALUES BY INCLUDING:

Core Values has been implemented as standing agenda item on the Calne Rugby committee meeting agenda, and the AGM to enable any member to immediately raise any issue relating to them. This will be the responsibility of the club chairman to implement.

All existing club officials, players, members and coaches to be provided with a copy of the revised Code of Conduct which they sign up to by 1st September 2015.

New and existing members and players to be properly welcomed and provided with a copy of the Code of Conduct (which they sign up to) and information about the Club's officials, structure and facilities by the 1st September 2015.

Where possible at the beginning of each season a planned social programme covering the whole Club from VPs to parents to be published. Social events will be promoted via Social Media and the Clubs website.

Enjoyable after match rituals for all senior teams and their opposition to be encouraged. Captains and players will ensure that after match rituals are inclusive and in no way seen to be discriminatory, degrading or compulsory.

Touchlines for ALL games (including Mini and Youth) to be protected by quickly installed rope barrier to improve safety, behavior and enjoyment by keeping spectators well away from the players and match officials. Small signage on the ropes to emphasis core values to be clipped on.

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Calne Rugby will continue to apply its Discipline Policy as outlined in the club's charter published on the Club's website. The disciplinary committee will continue to deal with all issues associated with discipline at the club, including those associated with breaches of the Core Values standards

With immediate effect; All Club coaches to be advised that all five core values are applicable to training and playing the game and that taking part and enjoyment are paramount. All players, irrespective of their ability must be treated equally and given the opportunity to enjoy playing the game regularly, if they so wish. **Winning at all costs should not be an acceptable objective.** At youth level, unless regulations prohibit steps should be taken to avoid very high scoring (50+) results which inevitably result in young players leaving the game.

Club policy is to grow young players from its local community and not to proactively recruit young players from other clubs perhaps reducing their opportunity to field full teams and keep more young players in the game.