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## CODE OF CONDUCT FOR MEMBERS AND GUESTS

The Club recognises the huge contribution made by volunteers. The purpose of this Code is to maintain high standards of conduct, assist individuals in their voluntary role and to protect the best interests of our club.

Members and Guests of Swanage & Wareham Rugby Club are required to abide by the provisions of this Code of Conduct and by their presence at club premises or events are deemed to have accepted and to abide by the provisions of this Code and other policies and procedures Swanage & Wareham Rugby Club has adopted.

All Members and Guests of Swanage & Wareham Rugby Club will:

Respect the rights, dignity and worth of every person attending

Treat everyone equally and not discriminate, harass or bully for any reason

Not condone, or allow to go unchallenged, any form of discrimination, harassment, sexual harassment or bullying if witnessed

Act only in the interests of the club as a whole, not individuals or small groups

Not gossip or act with bias or prejudice towards others

Not use offensive or discriminatory language or behaviour

Not keep quiet if you have concerns about the club

Listen and respect the views of others and always use appropriate and respectful language and behaviour

Champion equality and respect the rights, dignity and worth of all people involved

Display high standards of behaviour always promoting the positive aspects of Rugby e.g. fair play

Encourage all participants to learn the laws and rules and play within them, respecting the decisions of match officials

Actively discourage unfair play, rule violations and arguing with match officials

Recognise good performance not just match results

Pay any fees for membership, training or events promptly

Place the well-being and safety of children above the development of performance

Ensure that activities are appropriate for the age, maturity, experience and ability of the individual

Respect other's opinions when making decisions about their participation in Rugby

Never punish or belittle a member or player for making mistakes

Not smoke, drink or use banned substances whilst actively working with children in the Club and follow the law at all other times, for example not providing children with alcohol when they are under the care of the Club

Not indulge in substance abuse whilst on the Club premises

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Not use electronic Club communication channels to denigrate, insult or offend

Report any concerns in relation to a child or vulnerable adult, following procedures laid down by the RFU to the Club Safeguarding Officer

Any instance of fraud, theft, physical violence, gross negligence or serious insubordination ( for example refusing to follow Club policies or respect Club decisions ) will be treated as Gross Misconduct

If a breach of the provisions or principles of this Code occurs or is reasonably suspected to have occurred the Club reserves the right to take such action as it deems appropriate, in accordance with the Club's Disciplinary process including, but not limited to, asking the person responsible for the breach to leave the Club premises. Any disciplinary or complaint hearings in connection with a breach of these rules shall be dealt with in accordance with the disciplinary procedure as set out in the Club Disciplinary procedure.

**If you feel there has been a breach of the provisions or principles of this Code please contact the Club's Discipline Officer, Peter Constable ( 07973410453 ) [disciplinaryswansrfc@gmail.com](mailto:disciplinaryswansrfc@gmail.com)**

August 2025