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MRU Mpumalanga Afrigters-Vereniging
Mpumalanga Coaching Association
A division of Mpumalanga Rugby Union

MPUMALANGA RUGBY UNION CODE OF CONDUCT FOR COACHES

1. PREFACE:

As with other sport, rugby contributes positively to the development of the rugby player. It is a vehicle for the mental, physical and emotional development of a player. It is most important to establish and maintain standards of ethical behaviour especially in the coaching practises. Key principles of responsibility and competence provide the core values of coaching.

2. INTRODUCTION:

This Code of Conduct is written specific reference to Coaches. However, most aspects of this code are also applicable to other people involved in the game. Therefore, all officials should be aware that this code also applies to them. On receiving and reading this document coaches must sign the "Declaration of Intent" and hand it to the school principal or club manager. All Rugby Coaches are contractually bound by signing this Code of Conduct. This Code of Conduct is issued by the MRU to assist, guide and encourage its members, clubs and schools in achieving best practices for the benefit of all involved in the game of rugby. Members, clubs and schools should however take their own advice as may be appropriate. The MRU cannot accept responsibility for supervising members, clubs and schools and in particular disclaim liability for damage, loss or injury to person or property arising from any neglect, default or omission by any member, club or school acting on behalf of any member, club or school.

3. All coaches:

3.1.

Must ensure that the Game is played and conducted in accordance with disciplined and sporting behaviour and acknowledge that it is not sufficient to rely solely upon the Match Officials to maintain those principles.

3.2.

Shall co-operate in ensuring that the spirit of the Laws of the Game are upheld and refrain from selecting players guilty of foul play.



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3.3.

Shall promote the reputation of the Game and take all possible steps to prevent it from being brought into disrepute.

3.4.

Shall not do anything which affects the Game, SARU, MRU or any commercial partner of the Game.

3.5.

Must act in the best interest of MRU and take all necessary steps to assist the MRU in achieving its objectives in such a way that the MRU's credibility and integrity is not compromised.

3.6.

Shall not do anything which result in negative media publicity of the MRU.

4. COACHING PRACTICES:

4.1.Coaching and Instruction.

4.1.1.

Even though the coaching manuals focus on and describe work functions, they are based on a number of accepted assumptions and values which underpin good practice in coaching and instruction. Throughout the following code the expression "coach" whether used in the single plural shall include all teachers/coaches, assistants and other helpers whose activities are connected with the disciplines regulated by the Mpumalanga Rugby Union. Where the context of the code admits the expression Coach this may also include Officials.

4.1.2.

The purpose of the Code of Conduct is to establish and maintain standards for coaches and to inform and protect members of the public using their services. Ethical standards comprise such values as integrity, responsibility, competence and confidentiality. Individuals who are members of the MRU are deemed to have assented to the code and as such, recognise and adhere to the principles and responsibilities embodied in it.



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4.1.3.

The code creates a framework within which coaches, when engaged in coaching should always work. The code is written as a series of guidelines rather than a set of instructions. However, violations of the code may result in complaints being made to the BBRU and, in which case, the relevant committee in determining whether a conduct complaint of has brought the sport into disrepute or amounts to a violation of the MRU laws.

4.2 Integrity:

Coaches should refrain from publicly criticising fellow coaches, referees, assistant referees, other Match Officials and spectators. Differences of opinion should be dealt with on a personal basis and more-serious disputes should be referred to the school/club or the MRU of individuals against whom complaints have been made and/or the appropriate sanctions to apply.

4.4 Humanity:

4.4.1

Coaches must respect the rights, dignity and worth of every human being and their ultimate right to self-determination. Specifically, coaches must treat everyone equally within the context of their activity, regardless of sex, ethnic origin, colour, religious orientation, physical, mental impediments or political persuasion.

4.4.2

Coaches must acknowledge that foul play, as well as any form of violent act, whether unintentional or malicious, will not be tolerated and is a punishable offence.

4.4.3

Coaches must discourage and openly condemn any acts of foul play and violence associated with the game, both on and off the field.

4.4.4

Coaches must encourage and reinforce respect for the culture, ethos and spirit of rugby in all participants of the game.

4.4.5

Will not ridicule or yell at the players for making mistakes or performing poorly.



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4.4.6

Ensure that all players get equal instructions, support and playing time.

4.5 Relationships:

4.5.1

The good coach will be concerned primarily with the well-being, health and future of the individual player and only secondarily with the optimising of performance.

4.5.2

A key element in a coach – player relationship is the development of independence of the player.

4.5.3

Players must be encouraged to accept responsibility for their own behaviour and performance in training, in competition and in their social life.

4.5.4

The relationship between coach and player relies heavily on mutual trust and respect.

4.5.5

In detail this means that the player should be aware of the coaches' qualifications and experience and must be given the opportunity to consent to or decline proposals for training and performance.

4.5.6

Coaches must not encourage players to violate the Laws of Rugby and should actively seek to discourage such actions. Furthermore, coaches should encourage players to obey the spirit of such laws.

4.5.7

Coaches must not compromise their players by advocating measures which could be deemed to constitute seeking to gain an unfair advantage.

4.5.8

Above all, coaches must never advocate the use of proscribed drugs or other banned performance enhancing substances.



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4.5.9

Coaches must treat opponents, spectators and officials with due respect both in victory and defeat and should encourage their players to act in a similar manner.

4.5.10

Coaches must accept responsibility for the conduct of their players insofar as they will undertake to discourage inappropriate behaviour.

4.6 Confidentiality:

4.6.1

Coaches inevitably gather a great deal of personal information about players in the course of a working relationship. Coach and players must reach agreement as to what is regarded as confidential information i.e., not divulged to a third party without express approval of the player.

4.6.2

Confidentiality does not preclude the disclosure of information, to persons who can be judged to have a right to know, relating to players when relevant to the following:

- Evaluation of the player for competitive selection purposes.
- Pursuit of disciplinary action involving players.
- Pursuit of disciplinary action by the MRU involving fellow coaches in alleged breaches of this Code of Conduct.

4.6.3 Abuse of privilege:

A coach must not attempt to exert undue influence over the players' performance in order to obtain personal benefit or reward.

4.7 Personal Standards:

4.7.1

The coach must consistently display high personal standards and project a favourable image of the game and of coaching – to other players, coaches, officials, spectators, the media and the general public.

4.7.2

Personal appearance is a matter of individual taste but the coach has an obligation to project an image of health, cleanliness and functional efficiency.



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4.7.3

Coaches should not drink alcohol so soon before coaching that their judgement may be impaired and the smell of alcohol will still be on their breath when working with players.

4.7.4

Whilst players are present, consumption of alcohol should be avoided. When the event is a social one, with players present, consumption should be moderate.

4.7.5

As persons responsible for the well-being of players, especially working with under age players, it is inappropriate to smoke in their presence or to have in any fashion inconsistent with your position of responsibility.

4.7.6

Coaches are given a position of trust, and are therefore expected to show the highest standards of behaviour whilst in the company players and spectators.

4.8 Safety:

4.8.1 Coaches have a responsibility to ensure the safety of the players with whom they work as far as possible within the limits of their control.

4.8.2

All coaches must be Boksmart and have a Boksmart number. All coaches must see when his Boksmart number expire to be relicensed.

4.8.3

Coaches who coach children (6 - 18 years) and women rugby players must have the following official clearance certificates:

4.8.3.1

Safeguarding awareness certificate and

4.8.3.2

Police criminal clearance certificate and

4.8.3.3

Child protection clearance certificate and



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4.8.3.4

Sex offender's clearance certificate. (4.8.3.2 and 4.8.3.3 as stated in the National Child Protection & Sex Offenders Register Section 126 of South Africa Children's Act 38 of 2005.)

4.8.4

All reasonable steps should be taken to establish a safe working environment.

4.8.5

The work done and the manner in which it is done should be keeping with regular and approved practice within the game.

4.8.6

The activity being undertaken should be suitable for the age, experience and ability of the players.

4.8.7

Players should have been systematically prepared for the activity being undertaken and made aware of their personal responsibilities in terms of safety.

4.8.8

Communicate and co-operate with registered medical practitioners in the diagnoses, treatment and management of the player's medical and psychological problems.

4.8.9 Consider the players future health and well-being as foremost when making decisions regarding an injured players ability to continue playing or training.

4.9 Issues of Competence:

4.9.1

Coaches shall confine themselves to practice in those fields of coaching in which they have been trained/educated, and which are recognised by the MRU as being valid. Valid areas of expertise are those directly concerned with rugby coaching. Training includes the accumulation of knowledge and skills through both formal Coach Education courses and by experience at a level of competence acceptable for coaching practice.

4.9.2

All coaches must be registered at the Mpumalanga Coaches Association and they must update their details every year before the season starts.



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4.9.3

To coach rugby in the MRU Region, a coach must have a minimum Word Rugby Level 1 certificate and be legal Boksmart accredited.

4.9.4

Pumaki coaches must have World Rugby Coaching Children certificate to be able to coach.

4.9.5

All coaches must sign the Code of Conduct of the Coaches Association.

4.9.6

To coach the following teams a coach must have a World Rugby Level 2 accreditations, Boksmart accreditations:

4.9.6.1

Coaching u.16 team/s at the school or club/s;

4.9.6.2

Coaching a senior team at High School or/and senior team at a club or universities residential team.

4.9.7

Coaching at any provincial teams of the schools and clubs, a coach must have a minimum World Rugby Level 2, Boksmart accreditation and also have a forward and backline coaching certificate.

4.9.8

Old SARU/SARFU Levels of coaching will not be recognize as from January 2016.

4.9.9

Coaches should regularly seek ways of increasing their professional development and selfawareness.

4.9.10

Coaches should welcome evaluation of their work by colleagues and be able to account to players, clubs, schools and the BBRU and colleagues for their actions.

4.9.11

Coaches have a responsibility to themselves and their players to maintain their own effectiveness, resilience and abilities, and to know when their personal resources are so depleted as to make it necessary for them to seek help and/or withdraw from coaching whether temporarily or permanently.



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4.10 Good Practice:

4.10.1

Coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their players. This is particularly important when the coach and players are of opposite sex and/or when players are a young person.

4.10.2

The coach must realise that certain situations or friendly actions could be misinterpreted, not only by the player, but by outsiders motivated by jealousy, dislike or mistrust and could lead to allegations of sexual misconduct or impropriety.

4.10.3

The coach of underage players acts in “loco parentis”, and to that extent, his/her duty of care is more onerous than that of a coach of an adult team.

4.10.4

The coach will on occasion be required to travel and reside with players in the course of coaching and competitive matches. On such occasions, ensure separate sleeping accommodation for officials and players.

4.10.5

Where the team is composed of both genders, there should be a male and female official present.

4.10.6

The coach should never be alone in a room or similar with a player. Where this is unavoidable, leave the door open and be within earshot of others.

4.10.7

Inappropriate physical contact is not advisable except for necessary manipulation of limbs when the teaching technique takes place.

4.10.8

Physical contact for testing or para-medical purposes must be done in public and should be appropriate in nature. Any doubts of a medical nature should be passed on to a suitably qualified medical person.

4.10.9

Physical relations with underage players are illegal.



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4.10.10

Officials should avoid situations where they are alone with young players in a changing room. Wherever practicable, there should always two or more adults in the changing room.

4.10.11

The use of drugs, alcohol and tobacco should be actively discouraged as being incompatible with a health approach to the playing of the game.

4.10.12

Coaches should be aware of the illegality of proscribed drugs or other banned performance enhancing substances.

4.10.13

Coaches should strive to eliminate unfair practices, including the use of drugs which effect performance.

4.11 Key points:

4.11.1

Should you witness or receive information that leads you to believe that a serious breach of this code has occurred, you are required to bring the matter to the attention of the relevant management body, be it the school, club or MRU. No further action is to be taken on your part, and no information is to be provided to others.

4.11.2

If you have evidence of an illegal activity that directly relates to the game, you are obliged to inform the school/club and the MRU of that fact.

4.11.3

Coaches must condemn, and not participate in, any activities including but not limited to any the following:

4.11.3.1

Illegal betting;

4.11.3.2

Match fixing;

4.11.3.3

Providing any information to bookmakers about match- or participant-related activities that you may be involved in, or connected to, in any capacity.



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4.11.4

You are not to discuss the matter with persons not already except with the express permission of the investigating authorities.

4.11.5

You are required to give every assistance to the appropriate committee of the school/club/MRU in the investigation of the matter and to assist with any necessary steps being taken by them in relation to the matter.

4.11.6

Coaches must positively promote the game of rugby at all times, and to avoid bringing the game into disrepute.

5. MPUMALANGA COACHES ASSOCIATION IS UNDER OBLIGATION TO:

5.1.

Comply with and to ensure that each of its members comply with this Code of Conduct.

5.2.

Adopt procedures to monitor compliance with and impose sanctions for breaches of the Code of Conduct by coaches under its jurisdiction.

6. Reference:

6.1.RSA – Constitution of South Africa; 1996

6.2.IRB – Regulation 20: Misconduct and Code of Conduct.

6.3.SA Rugby – Code of Conduct SARU; August 2013.

6.4. Boksmart – Boksmart Code of Conduct 2012.

6.5. SASCOC – Regulation 12: SASCOC Code of Conduct

VERY IMPORTANT: All schools/clubs affiliated to the Mpumalanga Rugby Union are required to furnish all of their members and officials with copies of this Code.

Schools/Clubs/Coaches/Officials found to be in breach of this this Code will be required to provide an explanation to the Mpumalanga Rugby Union, who, where appropriate will impose disciplinary actions.



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MPUMALANGA RUGBY UNION
Code of Conduct Declaration of intent:

I _____ (Coach Name and Surname) of

_____ (School/Club Name), hereby

acknowledge that I have received a copy of the Code of Conduct. I also acknowledge that I have read the document and hereby declare my intention to adhere to the Mpumalanga Rugby Union's Code of Conduct and other documents and or policies.

Signed: _____ Date: _____

Coach Signed: _____ Date: _____

(Club manager / School Principal) All coaches or assistants to receive a copy of the Code of Conduct and after reading the document sign this page and hand it to the rugby organiser/club manager. Schools and clubs must keep all declarations on record in the school/club. It is important to note that school/clubs are responsible for the recruiting and screening of volunteers and therefore must have suitable policies in place.

SCHOOL/CLUB