



SAFEGUARDING

TEAMWORK RESPECT ENJOYMENT DISCIPLINE SPORTSMANSHIP

CODE OF CONDUCT

Bridgnorth Rugby Club

INTRODUCTION

At **Bridgnorth Rugby Club** , we operate in line with the core values:

Teamwork, Respect, Enjoyment, Discipline and Sportsmanship.

We are committed to developing a culture that lives and breathes the core values, is free of abuse, discrimination and harm, and where everyone feels safe and able to raise any concerns they have.
We are committed to developing an inclusive culture where it is safe and acceptable for everyone involved in rugby to raise concerns about any unacceptable practice, behaviour, wrongdoing or misconduct.

This Code of Conduct and our policies and procedures, and the terms and conditions of any volunteer or employment agreement with the club, provide a framework in which clubs and participants can be empowered to create safe, respectful and enjoyable environments.

Everyone who is involved in rugby, whether as a player, coach, parent, spectator, or volunteer, is expected to uphold the Core Values.

THE CODE

This Code has been adopted by **Bridgnorth Rugby Club** (referred to in thisCode as the“club”), to ensure we can operate fairly, appropriately and in the best interests of everyone at the club, including its children and young people. This Code sets out the behavioural standards that members and other participants of the Club must meet.

This Code is a key part of our process for dealing with complaints of poor conduct.
It sets the level of expectations when determining any need for formal or informal disciplinaryprocedures.

RIGHTS OF INDIVIDUALS

Everyone who participatesin activities withthe club has the right:

1.To enjoy safe participation in rugby, without fear of abuse or harm
2.To always be treated with respect and dignity
3.Not to be pressured into training, competing, or participating against their will.
4.To be treated in line with the Core Values, as well as the expected values of the club.
5.Not to be discriminated against based on their age, disability, sex, race, religion or belief, gender reassignment, sexual orientation, marriage and civil partnership, and pregnancy or maternity
6.To challenge poor conduct and discrimination, both when witnessed and experienced
7.To make a complaint and/or raise a concern, and for it to be taken seriously and acted upon under this Code of Conduct

CONDUCT

Respectful conduct in rugby is paramount in creating a safe and inclusive culture where children and adults can develop in the sport.

Inappropriate behaviour has a detrimental impact on the enjoyment and development of participants, and as such we expect the Core Values to be demonstrated by everyone.
The conduct described in this Code extends to conduct

- on the touchline,
- in and around the Club,
- and on all online platforms, including messaging and social media platforms.

Good conduct on the touchline is expected at the Club from all participants.

To help the participants at the Club understand what is expected of them when they're taking part in rugby activities, we have outlined a list of good conduct, which is encouraged, and poor conduct, which is unacceptable, and contravene the Core Values.
This list is not exhaustive, and we would encourage all participants to familiarise themselves with these behaviours.



BEHAVIOUR WE ENCOURAGE AT THE CLUB

Membersof the club and any other participants are expected and encouraged to always:

Treatment of others

- Treat others with respect and dignity, including all officials, spectators, coaches andplayers,whetherfrom the club or the opposition
- Treat each other fairly, and never discriminate, or show preferential treatment
- towardspeople,based on their characteristics.
- Be magnanimous in victory and gracious in defeat
- Be welcoming to everyone, whether they be children or adults
- Make sure feedback is positive and constructive and avoid negative criticism

Accept responsibility for their actions and conduct

Challenging and reporting

- Never tolerate abusive, threatening or intimidating behaviour towards yourself or others. All instances of harassment and abusive or threatening behaviour should be challenged and reported to the club. This includes conduct on match days and non-match days.
- Work together to create a positive and welcoming club environment, where people feel confident in reporting and challenging poor conduct, and take responsibility for acting as role models and demonstrating best practice behaviours
- Never tolerate cheating, manipulation of competition, use of prohibited substances or methods, or unsportsmanlike conduct and take responsibility for setting good examples to players regarding these issues
- Encourage a healthy environment, where skill development, enjoyment and teamwork are promoted

BEHAVIOUR WE ENCOURAGE AT THE CLUB

- Be friendly,professional and positiverole models to children and young people.

  For example, they should not be smoking/vaping or consuming alcohol when coaching and/or working with children or young people or engaging in any other behaviour that would be considered inappropriate.

- Ensure that participants of the club are aware of their responsibilities to safeguard children and young people, and conduct themselves appropriately with other affiliates of the club.

- Remember that children and young people get a wide range of benefits from taking part in rugby, and participation should not be centred around winning games but enjoying the sport and developing skills and fitness.

- Take ownership in ensuring that they are up to date with all club rules, policies and procedures, and are always in keeping with the values of the club





UNACCEPTABLE BEHAVIOUR AT THE CLUB

Members of the club and any other participants must never

Treatment of others

- Engage in any abusive, threatening or bullying behaviour towards anyone at the club, or allow this behaviour to go unchecked and unreported
- Use inappropriate language towards participants of the club, including, but not limited to; sexually suggestive behaviour/language, unwanted/unnecessary physical contact and language or conduct intending to intimidate or threaten individuals
- Challenge, or encourage others to challenge, the decision of any match official
- Enter the field of play, unless instructed otherwise by the match officials
- Use any form of physical force or punishment towards players, spectators or anyone else
- Engage in any form of behaviour that may bring the club, or the RFU, into disrepute. This includes any form of behaviour that is not in line with the Core Values

Challenging and reporting

- Attempt to silence, intimidate or disregard, anyone who wishes to raise a concern regarding safeguarding, welfare, discipline, cheating or poor conduct

Working with children and adults at risk

- Allow allegations orcomments made by a child or adult at risk regarding either safeguarding or welfare concerns to be disregarded or go unrecorded
- Allow children or young people to engage in inappropriate behaviour amongst one another, including but not limited to; bullying behaviour, sexually suggesting behaviour or language, intimidating or violent behaviour or discriminatory behaviour/language
- Allow children to carry out rugby activities unsupervised while at the club
- Use their position or influence to form inappropriate relationships with any child or adult at risk
- Use any type of physical or corporal punishment to discipline a child or adult at risk

WHO THE CODE APPLIES TO

This Code applies to all individuals who participate at the club, referred to throughout the documentas“participants”,including anyone who:

- holds a role with the club, whether that is paid or unpaid; or
- is responsible for the care and supervision of a child or adult at risk who attends
- the club; or
  is involved with the club through a social aspect, such as a customer, member or
- spectator; or
  attends any club activity, whether that be on club premises or not, including spectating home and away matches.

The Code applies to participants whether or not club activity is taking place on club property, including away games and tours.

TEAMWORK RESPECT ENJOYMENT DISCIPLINE SPORTSMANSHIP



REPORTING AND DISCIPLINARY ACTION

- Report any behaviour you see, witness, or experience, that upsets you, or makes you feel uncomfortable or unsafe, to either the Club Safeguarding Officer, the Club Disciplinary Officer, the club Committee or the RFU
- Any breach of this Code may be dealt with in accordancewiththe club'sown disciplinary process.
- Any conduct which is also a breach of RFU or other Regulations may also be reported to the club's Constituent Body and/or to the RFU.

If you wish to raise any concerns please speak to your team manager, Club Safeguarding officer or any member of the committee.

Club Secretary - Nerys Arch - secretary@bridgnorthrugbyclub.co.uk

Club Safeguarding Team email - Safeguarding-BridgnorthRFC@outlook.com

Bridgnorth RFC - Safeguarding Concern Report Form

If you wish to raise any concerns with the RFU, you can also email speakup@rfu.com or visit the Speak Up page on the RFU website.

RUGBY FOOTBALL UNION

CODE OF RUGBY

Everyone involved in rugby in England, whether as a player, coach, referee, administrator, parent or spectator is expected to uphold the Core Values of our sport.

Teamwork · Respect · Enjoyment
Discipline · Sportsmanship

- Play to win - but not at all cost.
- Win with dignity, lose with grace.
- Observe the Laws and regulations of the game.
- Respect opponents, referees and all participants.
- Reject cheating, racism, violence and drugs.
- Value volunteers and paid officials alike.
- Enjoy the game.

THIS IS RUGBY.

RELEVANT POLICIES

For further informationaboutexpected behaviours and other processes, this Code should be read in conjunction with the following policies and RFU Regulations:

- RFU Speak Up Policy
- Regulation 17 (Anti-corruption and betting)
- Regulation 19 (Discipline)
- Regulation 20 (Anti-doping)
- Regulation 21 (Safeguarding)
- RFU Safeguarding Children Policy
- RFU Safeguarding Adults Policy
- RFU Safeguarding Complaints Policy







England Rugby

YOUR RIGHTS

You have the right to:

- Feel safe and respected in rugby
- Healthy relationships with appropriate boundaries between you and your coach
- Not to be bullied, intimidated or threatened
- Not be treated differently based on your characteristics, such as your gender, race or religion

WHAT YOU CAN EXPECT FROM ADULTS AT YOUR CLUB

You can expect adults to:

- Treat you with respect and never intimidate or bully you
- Put your welfare and wellbeing first
- To listen to and act on any concerns you have, whether they're about you or someone else at your club
- Know and understand their safeguarding responsibilities, and how to keep you safe from harm and abuse

DON'T KEEP WORRIES TO YOURSELF. TELL SOMEONE.

If you ever see, hear, experience or are told about anything that makes you uncomfortable, or upsets you, you can:

- Talk to your club safeguarding officer

Nerys - 07812246044

- Talk to a trusted adult, which may be your parent or guardian, a teacher, a coach, an official or your club safe guarding officer
- Talk to a friend, whether they're part of your rugby club or not
- For more information, scan the QR code to the left, which will take you to the Advice for Children section of the RFU website. You can also use this page to talk to us by clicking the "tell us what happened" button. Or, you can email safeguarding@rfu.com

THIS CLUB CARES.

TETC
ToughEnoughToCare
SUPPORTING PEOPLE, NOT LABELS
BECAUSE MENTAL HEALTH MATTERS
#ToughTogether

BRIDGNORTH RFC ARE COMMITTED TO SUPPORTING THE MENTAL HEALTH OF OUR PLAYERS, MEMBERS AND GUESTS

WE THANK TOUGH ENOUGH TO CARE FOR THEIR SUPPORT, MENTAL HEALTH TRAINING FOR OUR MEMBERS, SELF-HELP RESOURCES AND VALUBLE SIGNPOSTING TO LOCAL & NATIONAL SERVICES.

BRIDGNORTH R·F·C

YOUR RUGBY FAMILY CARES

FLYING UNICORNS

FIND SUPPORT & HOW TO SUPPORT OTHERS

WWW.TOUGHENOUGHTOCARE.ORG

RESPECT THE GAME

NORTH MIDLANDS RFU SAFEGUARDING

PROTECTING CHILDREN AND ADULTS AT RISK IN RUGBY

DO NOT ENTER THE FIELD OF PLAY DURING A RUGBY GAME



REFER TO RFU REGULATIONS

REGULATION 15

No unauthorised person shall enter the field of play during a match, unless authorised by the referee.

REGULATION 21

The referee has the authority to stop, suspend or abandon the match if unauthorised persons enter the field of play.

KEEP PLAYERS SAFE

RESPECT OFFIVALS

SUPPORT THE GAME

SAFE ENVIRONMENTS. STRONGER RUGBY IN NMRFU

NORTH MIDLANDS RFU

BRIDGNORTH RFC SAFEGUARDING POLICY

Safeguarding PolicyStatement

At Bridgnorth RFC, safeguarding is everybody's responsibility. We are committed to creating an environment where children and young people feel safe, welcome, valued and heard. We believe that every child has the right to enjoy rugby in a safe, positive and inclusive environment. Guided by the Core Values of Rugby: Teamwork, Respect, Enjoyment, Discipline and Sportsmanship, we will work together to promote wellbeing, prevent harm and respond appropriately whenever concerns arise. The welfare of children isparamount in all decisions and actions taken by the Club.

Purpose

This policy sets out the Club's commitment to safeguarding and promoting the welfare of children involved in rugby union. It applies to everyone involved in the Club, including players, coaches, volunteers, officials, committee members, parents, carers and spectators. For the purposes of this policy, a child is anyone under the age of 18.

Safeguarding Framework

Bridgnorth RFC adopts and will comply with RFU Regulation 21, the RFU Safeguarding Children Policy, the RFU Safeguarding Handbook and relevant legislation and statutory guidance. These documents provide the detailed safeguarding standards, procedures and requirements that underpin this policy.

Safeguarding Through Rugby's Core Values

TEAMWORK

What We Ask Of Our Members:

- Help create a safe environment; report concerns; support others; recognise safeguarding is shared responsibility.

What The Club Will Do:

- Promote awareness; provide guidance; work with England Rugby and agencies; review safeguarding arrangements.

RESPECT

What We Ask Of Our Members:

- Treat everyone with dignity; value diversity; listen to children; and encourage everyone to share good practice and raise concerns.

What The Club Will Do:

- Foster openness; take concerns seriously; promote positive behaviour; communicate expected standards.

ENJOYMENT

What We Ask Of Our Members:

- Help make rugby enjoyable; encourage participation; support positive experiences.

What The Club Will Do:

- Create a safe, welcoming environment; prioritise safeguarding and welfare; celebrate positive contributions.

DISCIPLINE

What We Ask Of Our Members:

- Follow policies and codes; take responsibility; raise concerns.

What The Club Will Do:

- Respond appropriately to concerns; apply procedures fairly; take action where risks arise.

SPORTSMANSHIP

What We Ask Of Our Members:

- Demonstrate honesty, fairness and kindness; be a role model; challenge poor behaviour.

What The Club Will Do:

- Promote rugby values; support volunteers and officials; maintain a safe environment.

Listening to Children and Young People

We are committed to listening to children and young people, taking their views seriously and supporting them to speak up when something concerns them.

Club-Specific Safeguarding Considerations

Bridgnorth RFC will regularlyconsider safeguarding matters relevant to its facilities, activities and location. These may include shared facilities, public access arrangements, environmental hazards, changing facilities, travel, tours, events, digital communication and partnership working.

Safer Recruitment, Training and Support

The Club is committed to ensuring that individuals working with children are appropriately recruited, vetted, trained and supported in accordance with RFU requirements.
New volunteers are asked to fill in the New Volunteer form

Reporting Concerns

If you have any concern regarding the welfare, wellbeing or safety of a child, report it without delay.
Club Safeguarding Officer: Nerys Arch
secretary@bridgnorthrugbyclub.co.uk 07812246044

Club Assistant Safeguarding Officer : Floss Archer.
juniorsecretary@bridgnorthrugbyclub.co.uk 07968201243

Bridgnorth RFC – Safeguarding report form - https://form.jotform.com/262474397056062
Safeguarding email – safeguarding-Bridgnorthrfc@outlook.com

The Club Safeguarding Officer is the first point of contact for safeguarding concerns within the Club. If a concern involves the Club Safeguarding Officer, concerns may be raised with the Constituent Body Safeguarding Manager, RFU Safeguarding Team (via the reporting form), Children's Social Care or the Police. Ifachild isat immediate risk of harm, contact emergency services immediately.

Policy Review

This policywillbe reviewed annually, following significant safeguarding incidents, or following changes to RFU safeguarding requirements.

Adoption

Club Name: Bridgnorth RFC
Date Adopted: 14/09/26
Review Date: 14/09/27 or change in personnel.
Chairperson: Phil Jefferies
Club Safeguarding Officer: Nerys Arch

PHOTOGRAPHY AND USE OF IMAGERY

The RFU positively encourages parents and spectators to take photographs of participants involved in rugby to celebrate the ethos and spirit of the sport.

However, there may be circumstances where taking a photograph of a child might not be acceptable. Any photograph (digital or printed) which is produced and released into the public domain may be misused by anyone as once it has been released, all control over the image has been lost. In this day and age, when it is so easy to upload or email a photograph within seconds of it being taken, it is worth taking a moment to consider the issue of control.

The club should ensure that they are actively checking if there are any children who cannot be photographed at the club. This can be done at the start of each season, where the club contact parents and ask, as well as periodically. There may be some instances where, due to threats to the child's safety and wellbeing, they must not be photographed.

If your club does have children who cannot be photographed, this should be known by the appropriate individuals at the club, who may be responsible for taking and publishing images.

CLUB PHOTOGRAPHIC AND USE OF IMAGERY POLICY

Common sense should be used when clubs write their photographic policy as it is not the intention of the RFU to prevent photographs from being taken for legitimate purposes. Care should be taken when placing photographic images on club websites and promotional material.

The key points are:

- Personal information which can lead to a child being identified should never be used. If it is necessary to name a child, ensure you have written parental consent and have informed the parents as to how the image will be used. This is particularly important when issuing press releases and match reports
- Photographs should be of the activity or team, not of one individual
- Clubs should ensure they obtain parental consent for photographs to be taken whilst a child is at home or away fixtures. This can be done easily at the beginning of the season when obtaining contact information and membership details

- Children must be appropriately dressed when being photographed. It is never acceptable to capture any images in changing rooms, showers or at any time when players are dressing. Images must neither be sexual, of an exploitative nature nor open to misinterpretation or misuse
- Parents should be made aware if a film is being taken to be used as a coaching aid. Clubs and CBs should ensure that any footage will be carefully monitored and stored securely
- It is not an offence to take photographs in a public place. On privately owned or leased land, it is the owner who may regulate whether photographs may be taken. Clubs should have their own photographic policy appropriate for their own specific needs and circumstances
- When clubs meet for fixtures/festivals it is recommended that confirmation is obtained from each club that parental permission has been given for all the children participating. If there is a child who is the subject of a court order who should therefore not have their photograph taken, this should be addressed before the event
- Parents should be aware that they may be asked to register their intention to take photographs

COMMISSIONING PROFESSIONAL PHOTOGRAPHERS AND THE LOCAL MEDIA

If the club commissions professional photographers or invites the press to cover an activity, ensure everyone is clear about each other's expectations. The key is to plan and communicate early on. Clubs and CBs should:

- Ensure that the photographer has been appropriately vetted before the event
- Provide a clear brief about what is considered appropriate in terms of content and behaviour
- Inform them of the club's commitment to safeguarding children. Establish who will hold the recorded images and what they intend to do with them
- Issue the professional photographer with identification, which must be worn at all times
- Ensure that the photographer is made aware of any child/children who cannot be photographed

RFU Inclusion & Diversity Policy Statement

As a National Governing Body, the RFU is responsible for ensuring that all those who wish to participate in rugby union in England are treated fairly. Inclusion is imperative; we must ensure everyone is valued, respected and supported to take part in our sport. Inclusion is in everyone's gift; we all have the power to make somebody feel included, and that they belong in rugby. This leads to a fairer, more accessible sport, enjoyed by more people. Diversity understands and recognises the benefits of different values, backgrounds, abilities and perspectives across our game.

Presently, rugby union is enjoyed by thousands of people up and down the country. The persona experiences of those who find themselves as part of a club, either playing, coaching or volunteering, is largely positive, regardless of your background.

That said, rugby is still under-represented amongst diverse groups, as well as finding itself in a space competing with others for attention.

In 2021, the RFU launched its first Inclusion and Diversity plan, focussed on outlining the governing bodies responsibility to set high standards for inclusion, fairness and equality of opportunities, and how critical inclusivity is, to enriching lives, developing the sport for future generations and ensuring a thriving game across England.

In the years since, the RFU has made significant strides since, gaining valuable data and insights into the experiences of under-represented groups across the community and elite end of the sport, increased the diversity of leaders across the staff, executive and board, appointed I&D leads across most constituency bodies, seen fan interest rise amongst girls, ethnically diverse and low socio-economic communities, engaged over 12,000 young Black and South Asian people through Rugby United, delivered education programmes to thousands of people across the sport, and worked closely with PRL, PWR and RPA on elite-game initiatives.

There has been plenty of good work delivered but there is plenty more to do. As with all governing bodies, sometimes the focus can be to try and service everything rather than focus on the things with the highest propensity for impact. Which is what we will be focussing on over the next five years.

By 2030, our ambition is that 'Rugby is…'

- Inclusive for All
- Diverse across the game
- Fun experiences

We will do this by elevating people's skills and experiences, enabling the community game and enhancing the pathway. Focussing on building inclusive cultures, building and ensuring access to high-quality education programmes, increasing awareness of reporting processes and continuously understanding the experiences being had in the sport, both positive and negative.

We encourage everyone involved in rugby union to share our ambitions of inclusion and join us in ensuring our game is truly welcoming to all.

Discrimination

The RFU has a zero-tolerance approach to any form of discrimination and is committed to developing a culture where it is safe and acceptable for everyone involved in rugby union to raise concerns about any unacceptable practice, behaviour, wrongdoing or misconduct.

It isn't always easy to call out poor behaviours. If you experience or witness any form of discrimination e.g. sexism, racism or homophobia, in a rugby environment, you are encouraged to discuss concerns with your coach, line manager, or another trusted person within your club or constituent body.

However, if your concern is more serious, has not been resolved, or you prefer not to raise it through those channels, **you can submit your concern via the Speak Up Reporting Form.** Please ensure that you include contact details so that a member of the RFU Discipline team can contact you. Any reported instances of discrimination submitted to the RFU discipline team will be treated in strictest confidence.

NORTH MIDLANDS RFU

ADULTS MUST NOT

HOLD TACKLE SHIELDS FOR PLAYERS UNDER 18

NORTH MIDLANDS RFU

Safe
Respectful
Enjoyable
Rugby for All



- PROTECT OUR YOUNG PLAYERS
- FOLLOW RFU SAFEGUARDING GUIDANCE
- CREATE A POSITIVE AND SAFE ENVIRONMENT

SAME GAME. BRIGHTER FUTURES.

PLAY SAFE | SHOW RESPECT | ENJOY RUGBY

NORTH MIDLANDS RFU | SAFEGUARDING OUR GAME

Bridgnorth RFC Social Media Policy 2025

This policy is an extension of Bridgnorth Rugby Football Club's (hereafter Bridgnorth RFC) Safeguarding Policy and Code of Conduct Policy

Introduction

Members of Bridgnorth RFC enjoy the opportunities and rewards of a community-based sports club combined with affiliation to county and national rugby union associations.
It is therefore expected that members will uphold the ethos of the Bridgnorth RFC in all social media interactions. Members will not act in such a way that the image of Bridgnorth RFC is brought into disrepute nor in a way that harms it's immediate and wider rugby community. This is especially important when it comes to our Mini and Junior section from a safeguarding point of view.

The Reason for This Policy

Social media is now a key method of communication for Bridgnorth RFC. The club is able to express opinions and is an integral way to connect with our rugby community, through promotion of the club and its members.
It is important for Bridgnorth RFC to have a policy to demonstrate how we ensure we are represented in a suitable way and can take action, if necessary, against the incorrect use of social media. This policy is to show, without confusion to our members and players, the importance of ensuring that all our official social media accounts are utilised correctly, safely and responsibly and that the use of personal social media is not detrimental to Bridgnorth RFC or in breach of its' Safeguarding Policy.

Defining Social Media

Bridgnorth RFC has a number of official social media accounts. These are listed below with the correct addresses. These are the only official social media accounts for Bridgnorth RFC:

Facebook.com/bridgnorthrugbyclub
Facebook.com/bridgnorthwomensrugby
Facebook.com/theclubhousebridgnorthrugbyclub

Instagram.com/bridgnorthrugbyclub	Instagram.com/bridgnorthm&jrugby
Instagram.com/bridgnorthwomensrfc	Instagram.com/the_clubhouse_bridgnorthrugbyclub
Linkedin.com/bridgnorthrugbyclub	Tiktok/bridgnorthwomensRFC

There are many others which are not named here, but these should be considered to be electronic communication where individuals can interact online, be it within applications or on web pages, where the banner includes the Club's name or branding, in part or in full.

Bridgnorth RFC does not permit third party/unaffiliated social media accounts to use the name of the club or any logos, branding or copyright images, official Bridgnorth RFC video (Hudl/Veo for example) or photographic content or the use of the club's premises for the promotion of other brands without express permission. Personal social media content can be posted of pitch side videos, photos or from accessible areas within the clubhouse such as he bar but not from changing rooms, team meetings from within the team, i.e on the pitch. While it is impossible to monitor any unofficial social media accounts, the club expects its members to adhere to this as part of the clubs Code of Conduct policy.

Content

While the Club positively encourages social media use among members using their personal social media accounts, we are mindful of the need to ensure that all content is suitable for publication and does not breach any laws, common decency or Bridgnorth RFC Safeguarding Policy.

It is not acceptable for any member of Bridgnorth RFC, whether they are an adult or under 18 to post, amongst others, items that may include reference to a person's ethnic origin, colour, race, nationality, faith, gender, sexual orientation or disability, and any member found to have posted such items will be subject to disciplinary action.

Comments of this nature may attract civil or criminal action against the author(s). In addition, any abuse of match officials, opposition etc may be deemed by the RFU to bring the game into disrepute and lead to disciplinary sanctions against both the author and/or the Club.

Participants should be aware that comments which bring the game into disrepute, or are threatening, abusive, indecent or insulting, may lead to disciplinary action.

Cyber Bullying

All reports of cyber-bullying and other technology misuses will be investigated fully and may result in notification to the police where Bridgnorth RFC is obliged to do so. Sanctions may include, but are not limited to, suspension, or banning from membership of Bridgnorth RFC.

Members must be aware that in certain circumstances where a crime has been committed, they may be subject to a criminal investigation by the police over which Bridgnorth RFC will have no control.

General Guidance

Social Media and the internet as a whole is a public forum. Be mindful of your behaviour and attitudes to others while using Social Media. Members are expected to show respect to others, including other members of Bridgnorth RFC, members of opposition teams and the wider rugby community. Please act at all times within the core values of rugby and in accordance with the Code of Conduct Policy.

Individuals and organisations are wholly responsible for any posting on their account(s).

Respect the rights and confidentiality of others.

Re-posting or sharing inappropriate content represents an endorsement of that content and can be actionable.

Do not use abusive, derogatory, vulgar or sexual language.

Do not criticise or imply bias towards match officials.

At all times, exercise discretion and respect for clubs, players, fans and the game's partners.

Bridgnorth RFC insists that all members behave online, within the core values of the RFU and World Rugby and in accordance with the Bridgnorth RFC Code of Conduct.

Do’s and Don’ts

Follow the general guidelines above and:

Do show your personality and be approachable.
Do share your achievements.
Do let people know what it is like to be a player/official.
Do post regular comments to grow and engage with an audience.
Do report any content that you encounter that is in breach of this policy.

Be mindful when sharing photographs that they may have images of minors whose parents or carers have not consented to images of their child being shared

Don’t comment if you have any concerns about the consequences.
Don’t link to unsuitable content.
Don’t get into disputes with audience.
Don’t share or elicit personal detail.

Take down policy

Bridgnorth RFC are aware that they can be vicariously liable for material published by employees in the course of their employment, for example on an official website, Facebook site or Twitter feed, or published by employees outside work via a work email address or a work Twitter handle.
Bridgnorth RFC can also be liable for third party comments and posts made on any of our social media platforms or party/unaffiliated platforms using our content without consent.

We insist that:

- Participants clearly identify themselves
- Participants follow standards mentioned above, align to the RFU's Core Values and the guidelines and Bridgnorth RFC code of conduct
- Should an administrator deem an article, post or comment contradicts the guidelines above, it will be taken down at the earliest possible opportunity
- Any third party/unaffiliated platforms posting Bridgnorth RFC content, IP, videos, logos or brands will be asked to remove this immediately and may face further action
- The club will hold members to account for any breaches

Reporting
Any grievance, criticism or resentment should be directed in person to the individual or respective managers or coaches. Matters of a more serious or contentious nature should be discussed with the Club's Executive Committee, via the Club secretary, by emailing secretary@bridgnorthrugbyclub.co.uk.

Use of the Club Badge
The Club would like to remind members that the Club badge/logo should not be used by anyone without prior written request being made to Bridgnorth RFC Committee and approval given, via the Club secretary, by emailing secretary@bridgnorthrugbyclub.co.uk
Sanctions
Any club member, adult or under the age of 18, found to be in breach of this policy could face disciplinary action from the Club and will be called in front of a disciplinary panel.
These offences could lead to match bans, suspension or expulsion from the Club.

Mini and Junior Social Media
Each Bridgnorth RFC Mini and Junior team is permitted to host a separate Whatsapp account as long as the the coaches or team manager are the administrator.
Players under the age of 18 are strictly not permitted to be part of these groups. Further, adult volunteers (coaches, first aiders, managers) are not permitted to hold or obtain the contact details of players under 18 unless they are close members of their family (son/daughter/ward/sibling/niece/nephew/cousin).
All electronic and phone conversations between managers/coaches and players under 18 must go via the parents or guardians of those players.
(Our colts is the only age group with this group set up)

Safeguarding
In the same way that Bridgnorth RFC has a responsibility for the physical safety of Mini and Junior members (as per our Safeguarding Policy) when on the Club's premises, we must also ensure that there is nothing on its website or social media, which could harm a child, directly or indirectly.

Bridgnorth RFC is wholly responsible for the content of its website.
Social media content, which can be commented on by all members and the wider public, will be moderated to ensure inappropriate content is removed.
When posting on social media there are key risks to guard against:

Disclosing personal information about a child on social media: this could be the child's name, address, or any information about a child's life, interests or activities which would help a stranger target a child or engage that child in conversation.

Abusive or inappropriate content (photos, video or text), on social media: this includes material which criticises or humiliates a child. This can be peer to peer, or adult to child.
Summary of Club Rules Regarding Social Media

All Age Group communications – for example fixture information, team selection etc. – should be sent via Spond or other game management system by the coach or team manager who is DBS checked.

Emails should only be sent using email groups comprising email addresses given by parents.

An email or direct message should not be sent to a child unless the parent is also copied. Such emails should only come from age group coaches or administrators as communicated to Parents.

Only Whatsapp groups run by DBS checked coaches or team managers are permitted to be used for team administration. Members under ther age of 18 are not permitted to be part of these groups.

No club member, either adult or under 18, is permitted to use or host a social media account with direct links to Bridgnorth RFC. This includes, but is not limited to: Facebook, Instagram, Twitter, Snapchat, Tiktok etc.

Sanctions
Any club member, adult or under the age of 18, found to be in breach of this policy could face disciplinary action from the Club and will be called in front of a disciplinary panel.
These offences could lead to match bans, suspension or expulsion from the Club.