



# Scottish Rugby Schools and Youth Playing Charter

July 2015



Leadership · Enjoyment · Achievement · Engagement · Respect



# Introduction

Schools and youth sport plays a pivotal role in shaping the future of our game. This document outlines the values that exist in our sport, highlighting the important role they play in the development process. The codes in this playing charter set out **minimum** standards of conduct for everyone involved in the schools and youth game in Scotland.



## Scottish Rugby Values

LEADERSHIP

ENJOYMENT

ACHIEVEMENT

ENGAGEMENT

RESPECT

"Values are at the heart of Scottish Rugby and are integral to everything that we do.

"When tackling challenges at any level of the game, from the grassroots through to the professional and international tiers, the one thing above all that unites the rugby community is our strong set of values."

**Chris Paterson MBE**

Scottish Rugby Ambassador  
Scotland's record cap & points holder



## Values and Ethos

Rugby is played by people from all walks of life, in every corner of the country.

What binds the rugby community together is a core set of values that we all uphold. Sportsmanship, discipline and mutual respect are at the root of our game as we value the contributions made by all players, volunteers, supporters and officials and observe its rules and traditions.

Teamwork is at the heart of all we do. We work for each other and take pride in wearing the badge of whatever club, school or community we proudly represent.

These principles are often what sets us, the rugby community, apart from other sports and what inspires us to become and stay involved in our great game.

**Values** – Something to be important or beneficial

Values are what someone, as an individual, can gain personally from playing rugby. Looking beyond the health and physical benefits of a sporting activity, we must consider all the social benefits and life experience to be gained from involvement in the game.



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**Ethos** – The characteristic spirit of a culture, era, or community as manifested in its attitudes and aspirations

An ethos is the way in which a club or school manage to bring to life the values of rugby. This in turn will go towards the formation of the positive ethos of the individuals involved in rugby at that particular institute.

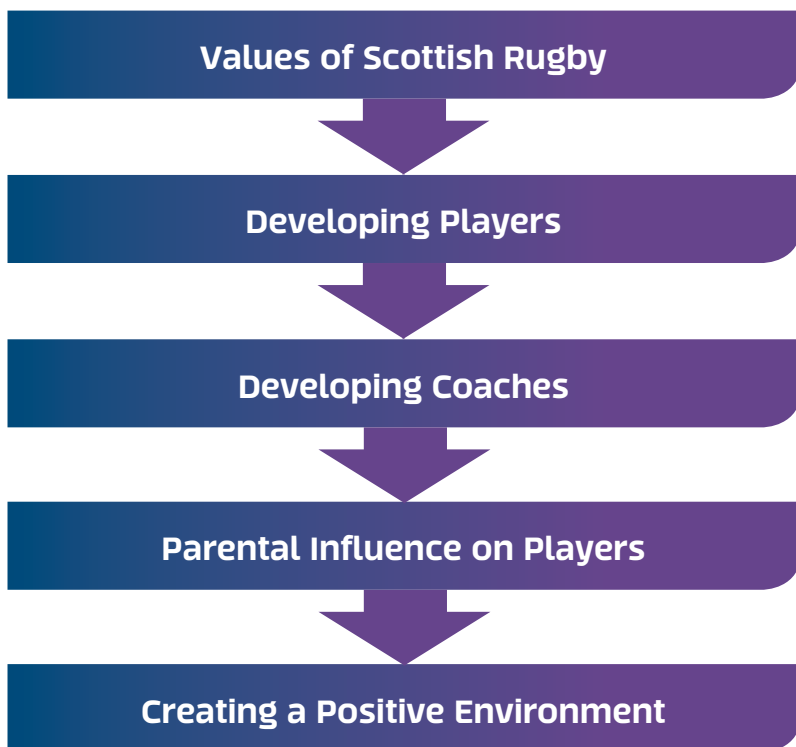
We must do everything in our power to maintain good values and a positive ethos and to keep this as a cornerstone of our sport. Values are something that we can promote through engagement in rugby. We uphold rugby's core set of values in the way we conduct ourselves throughout games, training and the social time we spend at our clubs and schools. It is the responsibility of all involved in rugby to promote this whether you are a player, coach, referee, leader or parent.

# Values and Ethos

## Positive Coaching Scotland

Working in partnership with the Winning Scotland Foundation, Scottish Rugby delivers the Positive Coaching Scotland (PCS) programme to rugby clubs and rugby playing schools in Scotland. The programme embraces and promotes the values of the game, helping build positive environments that create inclusive and supportive cultures. This allows players and coaches to develop, in and out of the game.

The programme is based on the following elements:-



**“One of the biggest influences on culture is the policies and procedures put in place by a club or school. It is important that these are adhered to by all to create the culture of a PCS club or school.”**

Gordon Lyon, PCS Manager

## Melrose RFC's PCS Story

Melrose became the first Scottish Premiership club side to be awarded with Positive Coaching Scotland (PCS) accreditation.

The accreditation process was led by the junior section of the Border club, in particular the minis section. David Peace, one of the minis coaches, who was one of the main drivers in the accreditation process, said:

"The ethos of Positive Coaching Scotland fits with what we aim to teach our players of all ages.

This ethos of achieving mastery of skills, while developing yourself as a person, sits well across the whole club. In gaining PCS status we have clarity in what we are seeking to achieve and how we aim to do it, from the first time a player picks up a rugby ball to when they run out for Scotland.

## Melrose's Key Message

We work to nurture and develop a high standard of skilful rugby players, coaches, volunteers and supporters who will, to the best of their ability, abide to the Melrose motto of 'Truth and Loyalty' in all that they do."



# Positive Coaching Scotland

Scottish Rugby Schools and Youth Playing Charter

## Codes of Conduct

Scottish Rugby's Codes of Conduct are aligned to the rules and regulations that govern our sport. These codes are important tools for ensuring the game's traditions of respect, equality and good sportsmanship are upheld. Codes of Conduct are based around our moral and ethical thoughts and also around what we believe will make games and training more purposeful. This leads to more effective players and coaches, and creates the environment where valued life lessons can be learned from the sport and transferred into everyday tasks. Simple benefits like responsibility, timekeeping and preparation of materials can all be achieved through a code of conduct. Overall it develops best practice at games and training, and also a positive culture that reflects our core values.

### Bringing the Code of Conduct to Life

Later in this booklet you will find a code of conduct that all schools and youth club rugby sides must abide by. To take another step towards embracing and fostering our core values we encourage all schools and clubs to take ownership of these codes and bring them to life in their own, unique way.

Here are some helpful tips you can use to bring a code of conduct to life;

- Use this resource to stimulate discussion with players, officials and parents. Add specific elements to make the code unique to your school or club
- Have those having to comply with the code to come up with the elements themselves to help create ownership and identity
- Proudly display your code to show all newcomers what your club or school are about
- Print off individual cards for every player, coach or parent so they have their own code



Glasgow Warriors used core values to create the winning mentality that helped them go on and win the 2015/16 GUINNESS PRO12.

**"Driving the culture to get better every day will lead to success."**

**Gregor Townsend**  
Glasgow Warriors Head Coach



# Scottish Rugby Values

## Leadership



Take ownership and set good examples, lead the way to a respectful and inclusive rugby community.

## Enjoyment



Seek fun and satisfaction through everything we do – training, playing, coaching, refereeing and organising.

## Achievement



Value and recognise participation and performance over winning at all costs and work hard as a team to achieve your potential.

## Engagement



Communicate and collaborate to make Scottish rugby strong and sustainable - promoting the core values of Scottish Rugby at all times.

## Respect



Treat everyone fairly and equally — relationships built on mutual respect are central to everything we do.

To learn more about our values a series of short videos are available from [scottishrugby.org](http://scottishrugby.org).

Chris Paterson MBE discusses the values and explains their influence on his rugby career. You can get involved with the values too: send your thoughts to [@scotlandteam](https://twitter.com/scotlandteam) on Twitter.



# Scottish Rugby Values

## Players Code

Work as a team, respect the opposition and referee, and, above all else, enjoy yourself!

- Always bring a positive and playful attitude
- Listen carefully, contribute and interact
- Encourage your team mates and support your school or club
- Accept decisions made by match officials, and do so without complaint
- Appreciate and recognise good play by both teams
- Win with humility and lose with dignity
- Always remain calm and in control of your temper
- Acknowledge and thank officials, and the opposition
- Be proud of your school or club—look the part!
- Understand, embrace and promote Scottish Rugby's core values
- Be an ambassador for the game of rugby



Useful documents available from [scottishrugby.org](https://scottishrugby.org)

- A Beginners Guide to Rugby Union
- World Rugby Laws of the Game
- World Rugby Age Grade Law Variations
- Social Media Guidelines for Club Rugby in Scotland



Remember, your coach is there to help you build your understanding of the game so test their knowledge!

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## Coaches & Team Official's Code

Take ownership of player well-being and create a culture that centres around respect and enjoyment.

- Maintain the safety and well-being of your players at all times. This is your priority
- Abide by all policies issued by Scottish Rugby and your school or club
- Create an enjoyable and fun environment
- Develop open, positive relationships built on mutual trust and respect
- Communicate effectively and clearly define roles and responsibilities
- Agree goals and targets that value participation, performance and fair play
- Promote collaboration between staff, volunteers and parents
- Set high standards and be a positive role model
- Be proud of your school or club—look the part!
- Understand, embrace and promote Scottish Rugby's core values
- Be an ambassador for the game of rugby

Useful documents available from **scottishrugby.org**:

- Scottish Rugby Age Banding Policies
- Scottish Rugby Safeguarding Children in Club Rugby Child Protection handbook
- Accident Insurance Documentation for Schools & Clubs
- Schools & Youth Competition Rules and Protocols
- Social Media Guidelines for Club Rugby in Scotland



All coaches and team officials are encouraged to revisit these documents on an annual basis to refresh their understanding.

Scottish Rugby has also developed a range of resources to support coaches in player development. These resources contain everything from articles, drills and activities to coaching manuals and reports. Visit [scottishrugby.org](http://scottishrugby.org) for more information.

The World Rugby Passport also offers valuable e-learning opportunities about Coaching, Player Welfare and the Rugby Ready programme. Visit [passport.worldrugby.org](http://passport.worldrugby.org) for more information.

# Parents & Spectators Code

## Parents & Spectators Code

Encourage young players, support their development and set a good example.

- Teach your child to play by the rules
- Instil the importance of good sportsmanship and honest endeavour
- Encourage playing for enjoyment and reiterate that winning isn't everything
- Form positive relationships—create the right environment for development
- Support coaching staff and volunteers—thank them for their efforts
- Attend matches and support your child's school or club
- Applaud the performance of both teams
- Respect match officials and their decisions
- Avoid confrontation and discourage negative behaviour
- Understand, embrace and promote Scottish Rugby's core values

Scottish Rugby's policies relating to schools and youth rugby are available from **[scottishrugby.org](https://scottishrugby.org)**

- Scottish Rugby Age Banding Policies
- Scottish Rugby Safeguarding Children in Club Rugby Child Protection Handbook
- Accident Insurance Documentation for Schools & Clubs



Parents are also encouraged to seek out relevant policies adopted by their child's school or club.

Scottish Rugby also runs 'Support your Children in Rugby' workshops that offer a great way for parents to engage with their child's development through rugby. For more information speak to your child's coach or contact Scottish Rugby's Schools & Youth department

## Match Officials Code

Uphold the laws of the game while maintaining safety, well-being and equity.

- Recognise the needs of young players and remember that safety is paramount at all times
- Form positive relationships—create the right environment for development
- Communicate effectively and explain your decisions
- Avoid confrontation and discourage negative behaviour
- Set high standards and be a positive role model
- Understand, embrace and promote Scottish Rugby's core values
- Be an ambassador for the game of rugby

Match Officials are expected to adhere to the Guidelines and Protocols for Match Officials set out by Scottish Rugby, available from [scottishrugby.org](http://scottishrugby.org)

The World Rugby Passport also offers a range of resources to support match officials; from online learning about aspects of officiating to community forums. Visit [officiating.worldrugby.org](http://officiating.worldrugby.org) for further information.







## Contacts

For further information about Positive Coaching Scotland or Schools and Youth rugby in your region please contact Scottish Rugby's Schools and Youth team.

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