



HIGHER EDUCATION BEHAVIOURS CHARTER - PROTECT OUR GAME

2023 - 24 SEASON

AGENDA



Welcome and introductions

BUCS Rugby Union and the 2023-24 season

Why are we here today? The Higher Education Behaviours Charter - Protect our Game

Overview of discipline processes across all Home Nation Unions

BUCS discipline processes

Sharing of best practices and advice – Loughborough & Nottingham

Your resources and road map for the 2023-24 season

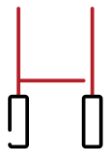
Q&As

BUCS RUGBY UNION 2023-24

THIS IS ABOUT ALL OF US – AT EVERY LEVEL



400 Teams
(280 Men)
(120 Women)
4th largest in BUCS



2250 fixtures
League & Knockout



12,500 players
2nd largest in BUCS



125 institutions / clubs



Conference Finals
Tiers 2 and below
6 March



BUCS Big Wednesday
National Vase and
National Trophy Finals
Loughborough
20 March



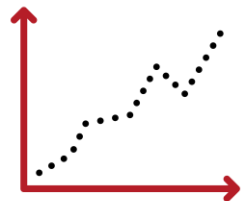
BUCS Super Rugby
Women's National League
National Championships Finals
Stone X
17 April

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WHY ARE WE HERE

FOR OUR INSTITUTIONS, OUR STAFF, OUR PLAYERS AND OUR SPECTATORS



To recognise the increase in behavioural challenges across the university game



To share good practice from our clubs and guide positive change



To highlight the resources that may help contribute to making a safe and inclusive environment



To increase awareness of how to report



To give guidance on sanctions and disciplinary outcomes

A UNITED STAND



OUR PRINCIPLES



The purpose of the *Higher Education Behaviours Charter - Protect our Game* sits across three core principles:

1. To ensure our Higher Education Rugby Union environments, and standards of behaviour both on and off the field are as safe and inclusive as possible for all.
2. To raise awareness of how to identify examples of poor behaviour when they occur.
3. To create a safe and confidential reporting mechanism for all, in order to ensure we proactively investigate and where necessary, sanction such incidents resulting in swift and resolute action

THE BEHAVIOURS CHARTER

Institution

Staff

Player

Spectator

BUCS



INSTITUTION

As a BUCS-affiliated institution, we understand the importance of making rugby union a positive, inclusive environment. To support this, we aspire to;

- Make our culture as open and inclusive as possible.
- Abide by the spirit and values of the game of Rugby Union
- Hold ourselves accountable for our actions and of those representing our club.
- Call out instances of our own spectators', staff and players' poor behaviour.
- Actively and timely, report instances of poor behaviour at matches through the appropriate channels with honesty and transparency
- Not engage in disrespectful or negative activity nor display signs or banners which use inflammatory, discriminatory or inappropriate language
- Ensure our social media channels and posts reflect positive rugby values and content will refrain from being disrespectful, negative or inflammatory.

STAFF

As a member of staff who cares deeply about the sport and who wants to uphold the values of Rugby Union, I aspire to;

- Be an exemplar of the principles of Fair Play and the values and laws of the game.
- Show courtesy, consideration, kindness and respect to players, the opposition, match officials and spectators when playing home and away.
- Be mindful of creating and maintaining an inclusive environment.
- Be an active listener.
- Challenge all instances of negative behaviour.

PLAYER

As a player who loves the game, I aspire to;

- Show courtesy, consideration, kindness and respect for my teammates, the opposition, match officials and visitors when playing home and away.
- Treat all my teammates equally and respect other teammates' rights.
- Uphold the principles of Fair Play and the Laws of the Game
- Be open to talk to others about what makes them different and unique.
- Be positive in every contribution I make in the club.
- Make sure that all team members are included in club activities.
- Recognise that banter (teasing/joking talk) can become bullying behaviour. If a teammate asks me to stop, I will.
- Challenge negative language and behaviours (e.g., Racist, Disablist, Homophobic)
- Intervene safely, not confrontationally.
- Report any anti-social behaviour to the club officials.
- Accept victory and defeat, success and failure with dignity

SPECTATOR

Crowds play a huge role creating an atmosphere which motivates and inspires the players on the pitch and a positive crowd, behaving appropriately, can make a match truly memorable. As a spectator who wants to contribute positively to this vision and experience, I aspire to;

- Always be respectful towards all players and coaching staff.
- Be respectful towards my fellow supporters, both from my team and the opposition
- Remain outside the field of play and to not confront players or a match official at any time.
- Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour
- Report any anti-social behaviour to the stewards on duty, associated institutions and relevant governing body where necessary.
- Be mindful of the image and reputation of rugby and support its values and inclusivity.
- Be an active listener.
- Hold myself and my peers to account.

OUR RESOURCES



Behaviour-based dedicated
webpage

Digital assets made available

Reporting function

Behaviours Charter
hosted online

All contacts made available

Details of decision-making
processes

DISCIPLINE PROCESSES

RUGBY FOOTBALL UNION

DAVID BARNES: Head of Discipline

PATRICK CRAIG: SRFU Secretary

JOSH PIETERSE: Discipline case administrator

MARK SALTMARSH: Head of Education and age grade rugby

MARK HYNDMAN: SRFU Chair

RFU: RULES, REGULATIONS AND DISCIPLINE.



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HOW CAN A REPORT BE MADE AND WHERE CAN IT GO?

- Disciplinary matters can be reported to BUCS, the RFU (and SRFU), SRU and WRU
 - HERUDG in England
- On-field disciplinary issues will be dealt with through the relevant Home Union processes and reporting mechanisms
- Misconduct issues can be dealt with by BUCS and/or the relevant Home Union



THE RUGBY UNION DISCIPLINARY GROUP

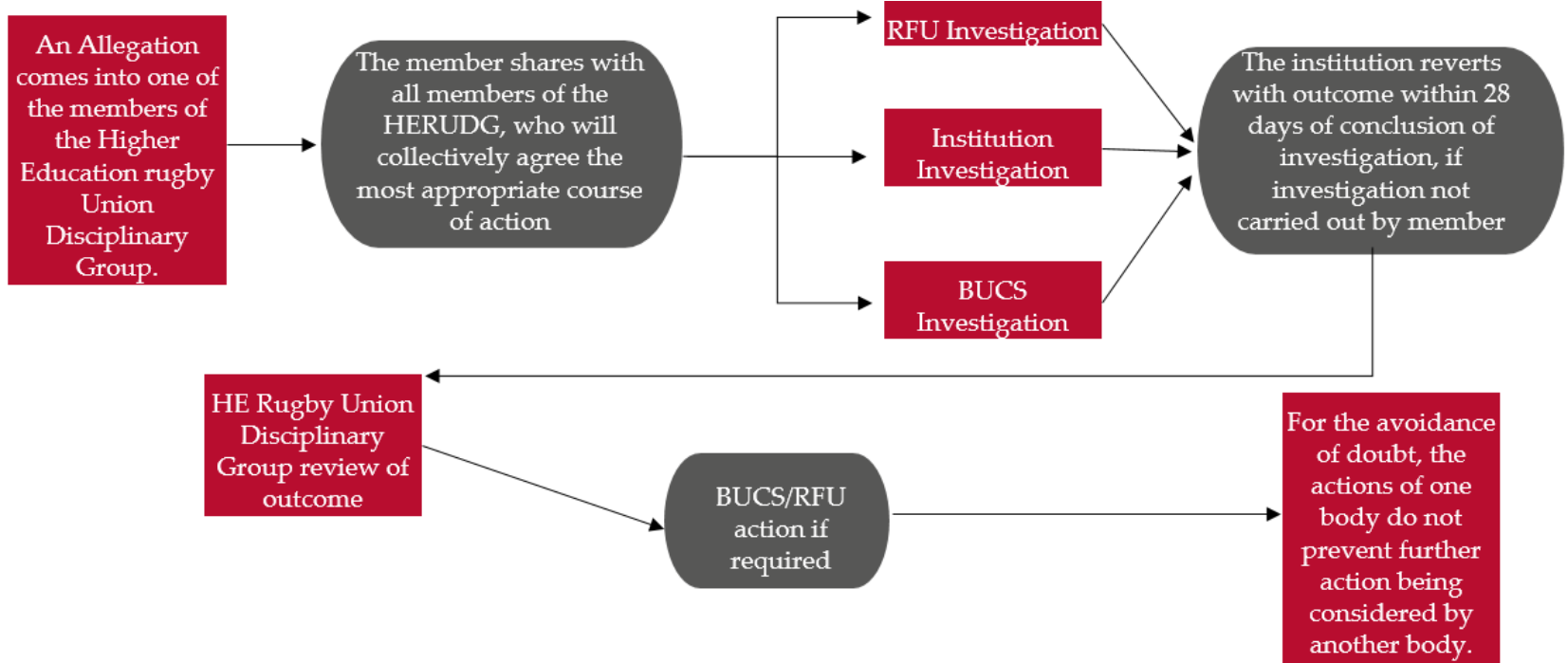
- PRINCIPLES

- Key stakeholders working as partners to provide a fair and consistent approach to dealing with disciplinary matters
- Provide transparency regarding how and why decisions have been made
- Facilitate two-way conversation with clear points of contact
- Promote accountability
- We will operate in a pragmatic way with decisions by aligned to both BUCS and RFU regulations

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HE RUGBY UNION DISCIPLINARY GROUP



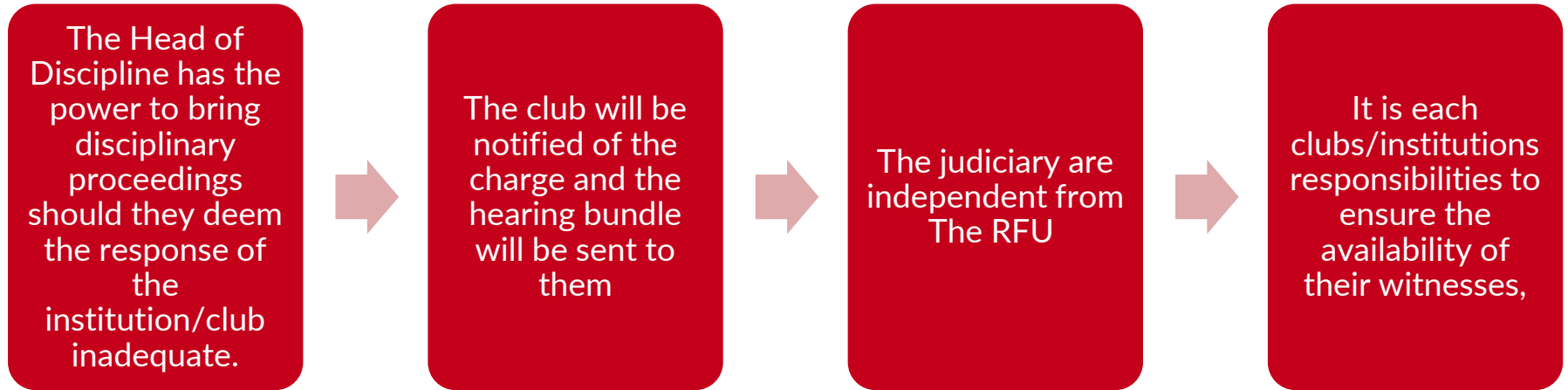
RFU DISCIPLINARY PROCESSES



- We expect clubs/institutions to be proactive and compliant with constituent bodies if applicable
 - Under RFU regulation 19.1.14 the RFU discipline team will be managing the disciplinary process of BSR & WNL and associated playoffs for both leagues.
- Please ensure that you GMS golden roles are up to date.
 - Currently 30% of all university clubs are affiliated



RFU DISCIPLINARY PROCESSES



RFU DISCIPLINARY PROCESSES



- The RFU are the appropriate body to handle the investigation as per RFU regulation 19.1.14
- The RFU will send all relevant parties the [RFU Misconduct Charges Investigation Process](#) document & [Witness Pro Forma](#).
- The clubs/institutions will be responsible for the collation of evidence in accordance with RFU Regulation [19.1.4](#)
- The RFU Head of Discipline will decide whether to proceed to an RFU Disciplinary Hearing
- Even if charging decision is not made RFU Head of Discipline can mandate education through RFU regulation [19.1.21](#)



RFU DISCIPLINARY PROCESSES



- The sanction for a 5.12 offence for conduct prejudicial to the interest of the union and/or game is at large
- Sanction does often follow the [on-field sanction table](#), but alternative sanction can be considered e.g., education and suspended elements
- The RFU, as set out in Regulation 19, publishes all Panel decisions in full, previous judgments for cases involving discriminatory behaviour can be found [HERE](#).



RFU DISCIPLINARY PROCESSES



If it is felt that the behaviour of any player, coach, spectator or other person at the match, is not in the interests of the Game/Union, they or the institution may be charged with breaching rule 5.12.

- For all breaches of rule 5.12, the Panel can determine any sanction and that may include; a fine, ban/suspension, education, points deduction or any other sanction it feels is appropriate and proportionate

The charter and its accompanying documents also serve the purpose of putting institutions/clubs on notice, as per RFU regulation 19.11.13(b), and to serve as a deterrent

If a spectator is not a member of the club, this does not preclude a charge from being made out

SCOTTISH RUGBY UNION

VICKY COX: Head of Competitions and Compliance

RICHARD MCGHEE: Discipline Manager

GAVIN SCOTT: Director of Rugby Development

SRU: RULES, REGULATIONS AND DISCIPLINE.



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DISCIPLINE CASES



Red cards

- 7 days to respond
- Accept
- Accept but submit mitigation
- Challenge and request hearing



Citings

- Clubs should go directly to Richard
- Clear cut case – discipline panel
- Borderline – citing officer
- Weak case – dismiss



Misconduct

- Any abuse towards officials = additional sanction
- Spectator abuse towards officials – red card equivalent test
- Severe instances especially initiations – SEVERE ramifications

WELSH RUGBY UNION

CHRIS OWER – Head of Playing and Retention

JEREMY ROGERS – Head of Policy and Integrity

LEAH THOMAS - Discipline and Anti-Doping Manager

WRU: RULES, REGULATIONS AND DISCIPLINE.



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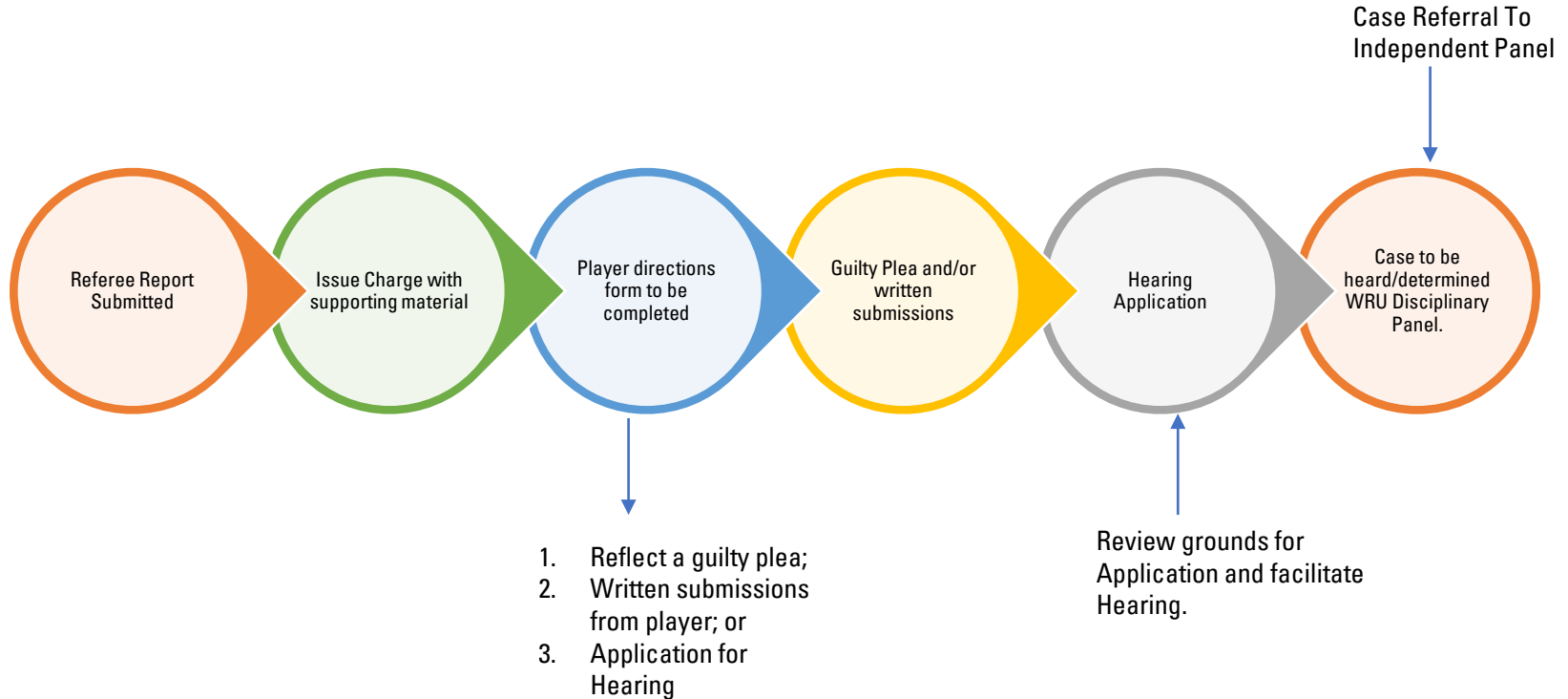


WRU DISCIPLINARY REGULATIONS

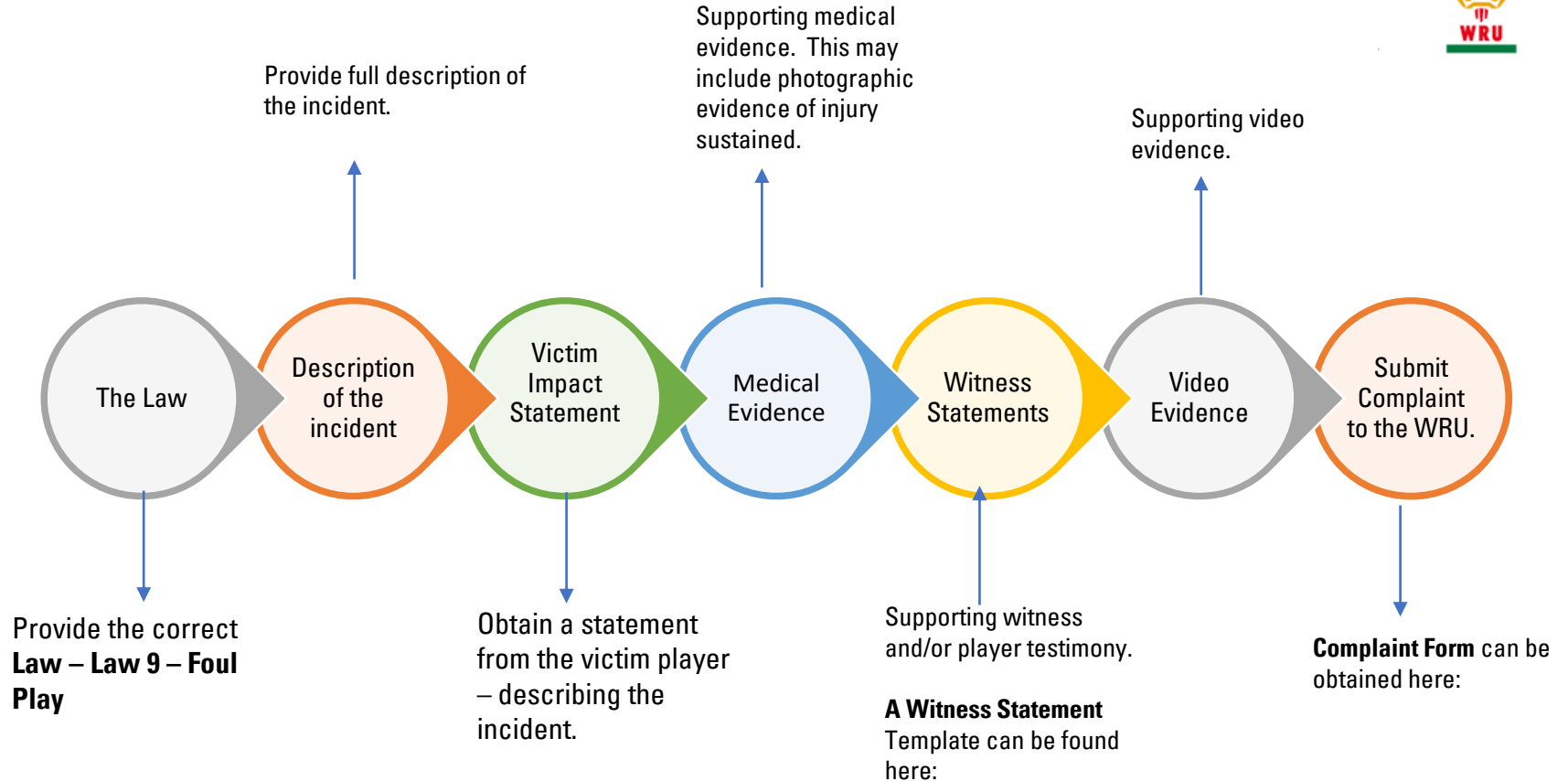
COMPLAINTS PROCEDURE – RESPONDING AND REPORTING



RED CARD CASE MANAGEMENT



CITING COMPLAINTS – HOW TO REPORT





WRU CODES OF CONDUCT

Which includes:

SPECTATORS CODE OF CONDUCT

**COACHES, OFFICIALS AND TEAM MANAGERS
CODE**

SOCIAL MEDIA CODE





MISCONDUCT MATTERS

Referee Abuse

Mis-use of Social Media

Disreputable conduct (on-field player behaviour)

Conduct which is deemed prejudicial to the interests of the Game.

Behaviour that is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the grounds of age, disability, gender reassignment, race (including colour, nationality, ethnic or national origins), religion or belief, sex, sexual orientation.





MATCH DAY – GOOD PRACTICE



- Spectators – They are YOUR responsibility
 - Referee Liaison Officer
 - Respect for Match Officials
 - Match Day Marshalls
 - Touchline Behaviour
 - Managing Replacements and Warm-Ups
 - After Match
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MISCONDUCT COMPLAINTS – MATCH DAY REPORTING

If you are subject to or witness any discriminatory abuse during a match, report it ASAP to the Referee, a Club Official, a Coach or (if applicable) a Club steward.

MISCONDUCT COMPLAINTS – REPORTING TO WRU

REPORTING

ASAP

There is a prescribed timescale to report matters to the WRU (seven days of the complained incident).

It is essential that the Disciplinary Department are made aware of all discriminatory complaints as soon as possible so that an appropriate investigation can be undertaken.

However, the time since an incident may impact the quality of any supporting evidence that can be obtained and this in turn may impact any charging decision.

REPORT ASAP.



REPORTING

Where possible, individuals should confirm what they saw, the exact words that they heard, the distance that they were from the incident and any other relevant information (including if possible, the identity of the accused or a description of the accused). Individuals should not be asked closed questions e.g. “Did you hear X say Y”.

The Witness Statement Template will assist.

DISCLOSURE

Witness statements and any evidence that is obtained will be shared with all parties as part of the disciplinary process. Where required, or where a statement is from, or relates to, a person under the age of 18, the WRU may redact information in order to protect the individuals involved.

WELFARE SUPPORT AND REPRESENTATION

Any person subject to disciplinary proceedings can be represented during proceedings.

Welfare Support is also available for those victim to any abuse. Please reach out to the WRU Integrity Team, who will be able to signpost to appropriate support networks.



COACHES CODE OF PRACTICE

-
- **Be professional and accept responsibility for your actions**
 - **Make a commitment to provide a high quality service**
 - **Be appropriately qualified to coach at the relevant level**
 - **If required be appropriately vetted in accordance with the WRU Safeguarding Policy**
 - **Contribute to the development of coaching as a profession through continuous professional development, exchanging knowledge and ideas with others, and by working in partnership with other agencies and professionals**
 - **Comply with the WRU Safeguarding Policy**
 - **Comply with the WRU Codes of Conduct for Coaches**
 - **Comply with the WRU Social Media Code of Conduct**
 - **Comply with the WRU Anti-Doping Rules and other disciplinary related policies and guidance**
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- **Consider your behaviour as a role model**, and do not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional or neglect) or poor practice
 - **Promote the welfare and best interests** of the players that you coach
 - **Take action** if you have concerns about the behaviour of another coach, volunteer or staff member
 - **Empower your players** to be responsible for their own decisions
 - **Be accountable for your actions**
 - **Do not discriminate** on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs or political opinion
 - **Challenge discrimination**



WRU VALUES AND BEHAVIOURS INITIATIVE

- Engagement
- Education
- Enforcement



VALUES AND BEHAVIOURS OPERATIONAL PLAN

- Monthly Meetings with WSRUR
- Directives Issued to Clubs
- Referee Head and Body Cams Pilot
- Club Operations Managers – Responsible for Match Day Protocols
- Online Modules linked to Player and Coach Registration
- Coaches Code of Practice and Continued Courses
- Publication of Sanctions on WRU Website





DEFINITION OF SUSPENSIONS



WRU GAME LOCKER RESOURCES

<https://www.wrugamelocker.wales/en/resources-and-videos/resources/the-game/>

1. Personal Hearing Guidance
 2. Witness Template Form
 3. Applicable Reporting Forms
 4. Definitions of Suspensions
 5. Educational Measures and Sanctions
 6. Guidance around the Judicial Process
 7. The WRU Judicial Panel and Chairs
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NICK BURLEY – Sport Governance and Compliance Manager

ASIF NASSER – Sport Compliance Coordinator

BUCS: GENERAL REGULATIONS - BUCS: REGULATION 5 - MISCONDUCT AND BRINGING BUCS INTO DISREPUTE

BUCS: SPORT SPECIFIC REGULATIONS - RUGBY UNION REGULATIONS



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MISCONDUCT & BRINGING BUCS INTO DISREPUTE (REG 5)

- Each BUCS member institution/Playing Entity and its clubs shall be responsible for ensuring that its student-athletes, officials and all persons purporting to be its supporters or followers conduct themselves in an orderly fashion whilst attending or taking part in BUCS competitions.
- They shall also be responsible for ensuring that its student-athletes, officials and all persons purporting to be its representatives do not conduct themselves in a way, or print/have published any material, which will bring the company into disrepute, including on social media platforms.
- Failure to adhere to this regulation may render the institution/Playing Entity and its club(s) liable to a charge of misconduct for failing to fulfil its said responsibilities and an additional charge of bringing BUCS into disrepute.
- However, where the conduct in question is solely that of a supporter or follower who is not a current member of the member institution/Playing Entity, that responsibility shall be absolved if the member institution/Playing Entity can demonstrate that it had no reasonable means of controlling or advising on the conduct of the supporter or follower.

CHARGES UNDER REG 5

WHO CAN RAISE A CHARGE?

- BUCS can bring its own charge(s) of misconduct/bringing BUCS into disrepute against a member institution, or a member can lodge a formal complaint against another member.
- In the case of a member lodging a complaint, they are responsible for ensuring that their complaint is clear, factual and is accompanied by any supporting evidence. Complaints will only be processed if received from a 'recognised' staff member, such as an Institution Administrator (IA) or Senior Manager.

WHO IS THE CHARGE AGAINST?

- The charge is against the institution, as the institution is the BUCS member and responsible for the actions of their representatives.
- If a sanction is imposed, it will be imposed against the institution, but this can be at a club or team level, for example a points deduction or ban from competition.

CHARGES UNDER REG 5

WHAT HAPPENS NEXT?

- The institution the charge is against will have a chance to respond, providing any supporting evidence they may have.
- The matter will then be heard by a BUCS Disciplinary Panel, consisting of an independent Chair and two students/Sabbatical Officers of BUCS member institutions. All parties will have the opportunity to attend.

WHAT ARE THE POTENTIAL OUTCOMES?

- Potential outcomes are outlined in [Appendix 11 \(BUCS Disciplinary Sanction Guidelines\)](#) of the BUCS Rules and Regulations. The Disciplinary Panel can however exercise discretion regarding these sanctions and will always consider the specific circumstances of the case, including efforts and measures taken by the member both following an incident and prior to it.
- The decision(s) reached, and any sanction(s) applied are communicated verbally immediately following the conclusion of the hearing and subsequently emailed out to all parties.

EXAMPLES

Violent, threatening, abusive, obscene or provocative, conduct or language.

Disregarding requests/instructions of Tournament Directors or appointed officials.

Encroachment on the playing area by spectators or unauthorised persons, save for reasons of safety.

Throwing missiles, bottles or other potentially harmful or dangerous objects at, onto or adjacent to the playing area.

Entering, or attempting to enter the venue of a BUCS competition while in possession of recreational drugs.

Entering, or attempting to enter the venue of a BUCS competition while in possession of a flare, smoke bomb or firework.

SHARING BEST PRACTICES

SHARING BEST PRACTICE: BATH AND LEEDS BECKETT



Clare Pell:
Match Day Coordinator



BUCS

Kerry Wood:
Rugby Programme Manager



SHARING GOOD PRACTICE: NOTTINGHAM



Paul Westgate: Men's 1st XV Head Coach

NOTTINGHAM

ONERUC
Identity

Consent
Workshops

RUGBY MINDS

RUGBY
AMBASSADOR

Clear Vision/
Values/
Behaviours

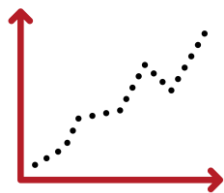
SHARING GOOD PRACTICE: LOUGHBOROUGH



James Gallagher: Programme Manager

THE 2023-24 SEASON

WHAT DO WE EXPECT TO SEE IN THE 2023-24 SEASON



An increase in reporting where necessary

- Refining and improving our reporting mechanism



Additional resources developed and made available including:

- Published charter
- Digital Assess
- Reporting Mechanism
- Online portal
- Tool kit



Clear and resolute sanctions

- Data made available on decisions



Year 1 of a multi-year process

- Ensure we evolve with feedback



Some great initiatives, and actions

- Case studies highlighted and work with good practice



Positive outcomes

LAUNCHING THE CAMPAIGN

REVIEWING TO THE END OF 2023

Activation	Date
Culture and Conduct letter distributed to all 125 clubs	Week beginning 11 September
BUCS Rugby Union Behaviours Webinar 1	Thursday 14 September (2-3pm)
BUCS Rugby Union Behaviours Webinar 2	Thursday 21 September (2-3pm)
Behaviours Charter update published to the membership	Week beginning Monday 25 September
BUCS Super Rugby Women's National League and Premier Tiers begin	Wednesday 27 September
Tier 1 and Tier 2 and below Men begins	Wednesday 11 October
Behaviour mechanisms feedback collected	From 27 September – 13 October
Behaviours Charter resources go live	Monday 16 October
Tier 1 Women begins	Wednesday 18 October
Tier 2 and below Women begins	Wednesday 1 November
Behavioural Charter review 1 takes place	Week beginning November 6
Behavioural Charter review 2 takes place	Week beginning December 4

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