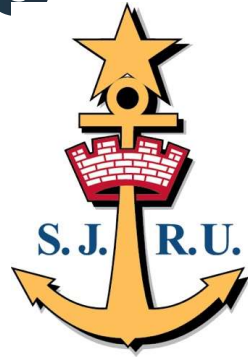


SJRU Compliance & Governance Webinar



Monday 19th February 2024



Agenda

Introductions

- 1. Compliance & Governance**
- 2. Working With Children Check (WWCC)**
- 3. WWCC SJRU Plan for Clubs & Districts**
- 4. SJRU Rules & Regs**
- 5. Coach Compliance (Tackle Trial)**
- 6. Participation Agreement & Constitutions**
- 7. Insurance**
- 8. Concussion**
- 9. Everyone must be registered on RX**
- 10. Codes of Conduct & Otherwise**
- 11. Samples**
- 12. Q&A**



Working with Children SJRU Plan

- SJRU policy is that valid WWCC numbers are compulsory for All Committee members, Coaches, Assistant Coaches, Managers and any other club members/volunteers/employees who work directly with children such as Age coordinators, Coaching Coordinators, external Coaches who provide services to junior club members. SJRU's policy does not include an exemption for people Coaching or Managing teams which contain their child or a close relative
- So, there is a difference between what Clubs/Organisations need to audit/verify and report on to the Office of Guardian, and what they need to do to ensure they comply with SJRU's policy
- Your registration report is your core Register of the WWCC numbers of your volunteers (or if applicable employees or contractors)
- **Step 1 select Rego report for your Club and tick**
 - **First Name, Last Name, DOB, WWC number, WWC expiry and Role**
 - With this core data, you can add on Y/N filters as to whether a volunteer (or if applicable employees or contractors) require a WWCC under the legislation & based on their role
 - You also have the data to verify whether our volunteers (who do not require WWCC under legislation) have a valid WWCC and thus adhere to the SJRU policy
 - Case Study Questions?

SJRU Rules & Regs

SJRU Rules can be downloaded from here: [Shortcut to SJRU Rules](#)

Coach, Manager & Volunteer Webinar scheduled for Monday 4th March, 2024 - lots of opportunity for Q&A with the Comp Managers (Webinar link: <https://nsw-rugby.zoom.us/j/93862151921>)

Joint Ventures (Rule 3.1 & 3.12) - Link to form if seeking JV Partner: [SJRU Clubs seeking a Joint Venture Partner 2024 \(google.com\)](#) & **Link to form if seeking approval for a JV:** [SJRU Club Joint Ventures 2024 \(google.com\)](#)

Solicitation (Rule 3.1)

Import Rule (Rule 3.5)

Temporary Suspensions and Send-offs - Teams and Districts/Clubs (Rule 12.1)

When in doubt on Rules & Regs - contact the SJRU Comp Management Team, its much better to ask for clarification in advance rather than ask for forgiveness later after breaching Rules

RugbyAu Disciplinary Rules: [Link to Rugby Australia Disciplinary Rules](#)

Coach/Match Official (AR) Compliance

- **SMART Rugby**

- ❑ **All Coaches** for all Junior age groups must have at a minimum, **SMART Rugby** accreditation
- ❑ A Smart Rugby Refresher is now available as well on the Learning Centre (if you complete this, it extends your existing Smart Rugby Accreditation by 1 year!)
- ❑ Course is free and online, and also face-to-face courses will be progressively rolled out
- ❑ If teams have multiple coaches, all team Coaches must be added on the Match Day App and all must have Smart Rugby.

- Managers will not be able to load their Team lists without the team having a Smart Rugby Accredited Coach

- **Tackle Trial Compliance for Coaches**

- ❑ All Coaches must complete the Smart Tackle module & the GMG module prior to Season 2024 Competition games commencing, SJRU will review and check compliance of Coaches via Salesforce

- **Assistant Refs (AR) in U10s-U12s**, we require (minimum) the AR U8-U12 accreditation, and from U13 and up, we require AR Level 1 (minimum).

- *What happens if Referees are your ARs?*

Agreements from Clubs/Districts

- **Club & District Participation Agreements**

- Commits Clubs and Districts to key policies and requirements of Rugby Au/SJRU, to be signed/submitted by 7th March

- **Club/District Constitutions**

- All Clubs and Districts to provide copies of their current Constitutions to SJRU by 7th March

Why are we asking for these?

Because we can was going to be my first response, but I thought better of it. Rather:

- Ensuring Clubs and Districts are properly constituted with their documentation reflecting the latest requirements of the Department of Fair Trading;
- Providing Clubs & Districts with assistant to ensure “best practice” in their documentation; and
- Working with our members to ensure that goals and strategy is consistent and positive across the game

Query for the Group? What reasons would Clubs/Districts have for not providing Constitution or not signing the SJRU participation Agreements?

Insurance

- **Rugby Au Insurance web link:** [Rugby Au Insurance web link](#)
- Gallaghers is the insurance broker to Rugby Au, here is the link to their page and a summary of the Insurance Program: <https://www.ajg.com/au/insurance/sports-insurance/rugby-australia/>
- The Program includes:
 - a) group insurance policies for Personal Injury Insurance, Public Liability Insurance, Professional Indemnity Insurance, Club Management Liability provide cover for Rugby Australia, the State and Territory rugby organisations, associations and bodies specifically listed in the policy
 - b) the Personal Injury Insurance policy, registered players, coaches, and officials are covered, subject to the terms and conditions of the policy.
- Rugby Au has prepared a Help Guide which covers Injury Reporting and making an Insurance Claim: [Help Guide Injury Reporting and Insurance Claims](#)
- **The policy is a basic sports policy (like Rugby League, AFL, Soccer, Netball etc etc),** it does not cover what Private health cover or Medicare cover, it is ideally used for post injury rehab such as physio
- **Clubs/Districts are the first and most important point of contact for parents, when they are seeking to make a claim for an injury, so you must be familiar with how the insurance works.** Who is going to be your Club reference point for parents? Choose the Office Bearer who they must go to first
- **Clubs should make sure that players register as a minimum for Training Only prior to commencing any pre-season training!** The Season 2023 insurance ran out on 10th December 2023. Players have not carry over insurance

Concussion Management

- There is no HIA in Community Rugby
- All Clubs/Districts and their Coaches, Managers, Trainers, and other Officials must be fully aware of and adhere to the Rugby Au Concussion Management Procedures
- [Rugby Au Safety & Welfare - Concussion Management](#)
- When symptoms have been observed and a concussion is reported, the procedure must be followed, and it is critical that our Club/District officials support the first aiders and match officials if Concussion or Potential Concussion is reported and/or assessed
- We need to ensure that our volunteers are educated on this - there are resources such as:
- [A3 Concussion Management & Reporting Poster](#)

Concussion Case Study for the Group?

Everybody must register on RX

- Players, whether training only, full contact, Little Rugby etc must be registered on RX
- A misnomer has developed where some volunteers don't think they need or should register on RX - everyone should register on RX, no matter what volunteer role(s) they are filling!
- Registration ties all participants to the Registration Terms and Conditions, and links them into all the Codes and Policies of behaviour that we want our participants to be bound by
- [Terms and Conditions of Registration](#)
- **So Get Everyone on RX**

Our Codes!

- We have quite a few - I know we love Codes/Policies and the like
- [Alcohol Code of Conduct](#)
- [Child Safeguarding Policy](#)
- [Code of Conduct](#)
- [Code of Conduct Sanction Guidelines](#)
- [Summary of Code of Conduct](#)
- [Code of Conduct Presentation for Committees](#)
- [Member Protection Policy](#)
- [Match Official Abuse Directive](#)
- [Social Media Policy](#)

Players Code Sample

- Respect the legacy of your club, those who have worn the jersey before you and the community that you represent. Aspire to be a great member of Club Name, a role model and leader to the age groups below you.
- Adhere to high standards of behaviour on and off the field. Better people make better Rugby players and Club members.
- Be a good sport. Respect all good play whether from your team or the opposition and shake hands with, and thank, the opposition players and officials after the game – win, lose or draw. The opposition players are trying just as hard as you...respect them for their efforts.
- Participate for your own enjoyment and benefit, not to win at all costs.
- **Always** respect the Referee's decision. Don't argue or berate the referee for decisions made... leave it **solely** to your captain to respectfully question any decision.
- Never become involved in or encourage acts of foul play.
- Honour both the spirit and letter of the competition rules and live up to the highest ideals of ethics and sportsmanship; avoid gamesmanship and respect the traditions of the game.
- Never engage in disrespectful conduct of any sort including profanity, sledging, obscene language or gestures, offensive remarks, taunting or other actions that are demeaning to other players, officials, or supporters.
- Care for and respect the facilities and equipment made available to you during training and competition.
- Safeguard your health; don't use any illegal or unhealthy substances.
- Look after any new players, make them welcome and feel part of the Club.
- Recognise that Coaches, Trainers, Officials, and many Referees are Volunteers, who give up their time to provide their services. Treat them with the utmost respect.

Coach (Trainers & Team Officials) Code Sample

- As coach (trainer and/or match official), conduct yourself at all times in a manner, and in all situations, that shows leadership, respect for the game of rugby and respect for all those that are involved in the game – the players, officials, the supporters, the parents, and referees.
- Seek to maximise the participation and enjoyment of all players in your squad regardless of ability; avoid the tendency to over-use talented players; endeavour to treat all players as equals, regardless of their talent.
- Discourage acts of foul play.
- Place the safety and welfare of players as the top priority. Follow the advice of a
- physician and/or sports trainer to the letter when determining when an injured player is ready to recommence training or playing. Train your players to play strongly but safely.
- Teach players that an honest effort and competing to the best of their ability is as important as victory.
- Maintain a thorough knowledge of the Laws of the Game and keep abreast of current coaching methods; maintain or improve your current accreditation level, and ensure it is matched to the age group(s) you are coaching.
- Always consider the health, safety, and welfare of the players.
- Ensure that your coaching reflects the level of the competition being played; do not be a “win-at-all-cost” coach.

Spectators/Parents Code Sample

- Respect the Referee's decisions – don't complain or argue about decisions during or after a game.
- Behave! Unsportsmanlike language, harassment or aggressive behaviour towards referees, or anyone at training or a game will not be tolerated.
- Encourage players to play by the rules and to respect opposition players and officials.
- Condemn all acts of foul play or illegal acts against the laws of the game or the staging of the game.
- Never ridicule or scorn a player for making a mistake – respect their efforts.
- Understand that sport is part of a total life experience, and the benefits of involvement go far beyond the final score of a game.
- Participate in positive cheering that encourages the players in the team you are supporting; do not engage in any cheering that taunts or intimidates opponents, their supporters, or officials.
- At all times, follow the directions of the Ground Manager, Ground Marshals, your team Coaches and Managers and/or other duty officials.
- Never bring alcohol to a game and only drink alcohol, if it is available, in a responsible manner in the designated licensed area.
- Follow the SJRU Do's and Don'ts of Spectator Behaviour (separate A4 sheet provided to all parents, and included in the Manager's Match Day Manual)

Q&A