



GOLD COAST DISTRICT RUGBY UNION (GCDRU)

CYCLONES

REPRESENTATIVE TEAM SELECTION/MANAGEMENT POLICY

Policy Number: GCDRU 001/18 – GCDRU Representative Team Selection/Management Policy

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Date: December 2018

Version: 2.0

1. Background

The GCDRU whilst ensuring an expanding and effective competition within its region on the Gold Coast displays this through the provision of its representative program, this program is the GCDRU “Cyclones”.

The GCDRU “Cyclones” main effort is to provide the most effective, resourced and supported program in all representative competitions to enable the outcomes of; active lifestyle, participation and sport excellence.

2. Purpose

The GCDRU “Cyclones” is considered as the “Brand” of GCDRU. To safeguard the integrity of the GCDRU “Cyclones” this documents provides the detail of the duties, responsibilities and administrative actions in support of the GCDRU “Cyclones”.

3. Scope

This document provides the guidelines to all member and affiliated Clubs or any team or organisation purporting to represent rugby union on the Gold Coast.

4. Roles and Responsibilities

The GCDRU Board is overall responsible for the appointment and ratification of all GCDRU “Cyclones” representative teams members. To support the GCDRU Board in this responsibility the appointment of Coach Directors and/or a Development Pathways sub-committee may be established to support the GCDRU “Cyclones” program.

This sub-committee will form the basis of the Selection Committee for all GCDRU “Cyclones” teams.

A line diagram demonstrating the GCDRU “Cyclones” Pathways is detailed at Enclosure 1.

5. Selection

The selection committee are responsible for selection of all, pending final ratification by the GCDRU Board, GCDRU “Cyclones” representative team positions for each representative team. The selection committee will be responsible for the selection of the following:

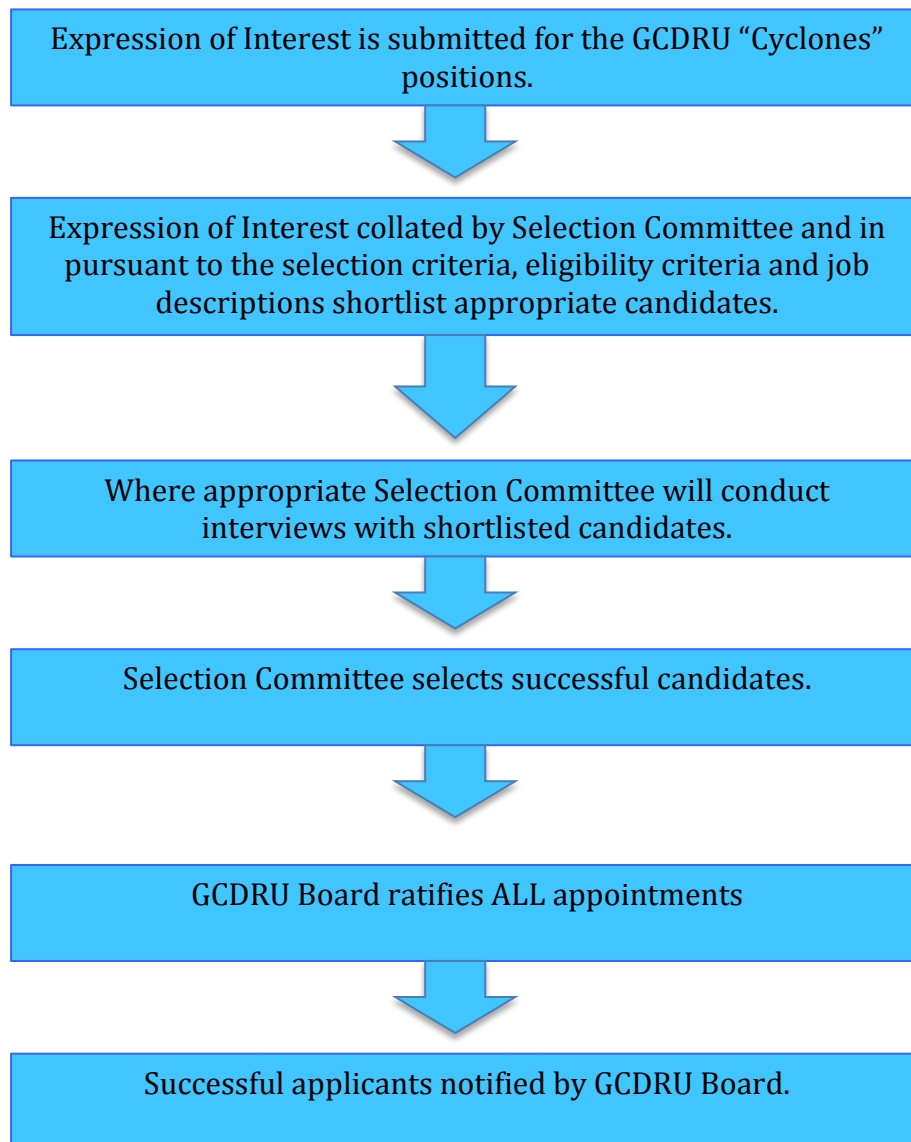
- Head Coach
- Assistant Coach
- Specialist Coach positions (Scrum, Attack, Kicking, S&C, Defence)
- Support Resources (Team Managers, Administrative positions, and Medical positions).
- Coach Mentors¹
- Players.

The successful and unsuccessful candidates will not be advised of selection until ratified by the GCDRU Board.

¹ Coach Mentors are a recommendation for junior coaches

5.1 Selection Process

The following describes the selection process:



5.2 Selection Committee

The Selection Committee shall comprise of GCDRU appointed persons with additional resources if required:

- Coach Directors
- Coach Developer
- Player Developer

5.3 GCDRU Board Selection Guidelines

The GCDRU Board is responsible for ratifying the team management positions as referred to it by the Selection Committee. Once ratified, the successful applicants shall be announced and members notified by the GCDRU Board.

The GCDRU Board may refuse to ratify one or more people from selection onto a representative team for one or more of the following reasons:

- The candidate does not meet the eligibility criteria.
- The candidate has previously brought the sport into disrepute or has acted in a way that a reasonable person would think would bring the sport in disrepute.
- Failure to comply with GCDRU policies and procedures.
- Does not have the ARU minimal required accreditations.
- Does not hold a blue card (if applying for at Junior Cyclone position)

If a candidate is not ratified by the GCDRU Board they shall be notified by email as soon as practicable following the decision.

The decision by the GCDRU Board is final.

6. Selection Criteria

To enable the most effective outcomes and continuity for the GCDRU Representative Program for players, coaches and management staff it is intended that all appointments would be for a two (2) year period in the age-group that is applied for.

The following details the selection criteria the committee will consider for all “Cyclone” positions.

6.1 Head Coach

- Whether the applicant has satisfied all of the eligibility criteria.
- Previous experience with a representative team.
- Whether the applicant is available to attend ALL representative team trainings and meetings.
- Demonstrated ability or previous experience as a coach.
- Ability to meet requirements of job description, role and responsibilities (See Enclosure 2 Position Description).
- ARU Level 2 Coaching Accreditation.

6.2 Assistant Coaches

- Whether the applicant has satisfied all of the eligibility criteria.
- Previous experience on a representative team.
- Compatibility with other representative team members.
- Whether the applicant is available to attend ALL representative team trainings and meetings.
- Demonstrated ability or previous experience as a coach.
- Ability to meet requirements of job description, role and responsibilities (See Enclosure 2 Position Description).
- ARU Level 2 Coaching Accreditation.

6.3 Specialist Coach Positions

- Whether the applicant has satisfied all of the eligibility criteria.
- Previous experience on a representative team.
- Compatibility with other representative team members.
- Whether the applicant is available to attend ALL representative team trainings and meetings.
- Specialisation in at least one of the essential coaching disciplines:
 - Tight 5

- Loose Forwards
- Half Backs
- Inside Backs
- Outside Backs
- Specialisation in at least one of the CORE coaching disciplines:
 - Catch and Pass
 - Breakdown
 - Tackle
- Ability to meet requirements of job description, role and responsibilities (See Enclosure 2 Position Description).
- ARU Level 2 Coaching Accreditation.

6.4 Team Manager

- Demonstrated ability or previous experience in a team management position.
- Demonstrated leadership ability.
- Any additional qualifications and/or skills that may contribute towards a successful teams experience.
- Ability to meet requirements of job description, role and responsibilities (See Enclosure 2 Position Description).

6.5 Medical Positions

- Demonstrated ability or previous experience in a team management position.
- Whether the candidate is qualified in the specialist role.
- Demonstrated leadership ability.
- Ability to meet requirements of job description, role and responsibilities (See Enclosure 2 Position Description).

6.6 Administrative Positions

- Demonstrated ability or previous experience in a team management position.
- Ability to meet requirements of job description, role and responsibilities (See Enclosure 2 Position Description)

6.7 Coach mentors

- Demonstrated ability or previous experience in mentoring coaches
- Ability to meet requirements of job description, role and responsibilities (See Enclosure 2 Position Description)

7. GCDRU Expression of interest documentation

The representative team application document is detailed at enclosed 3.

8. Code of Conduct

In order to maintain the high reputation of the GCDRU “Cyclones” as well as keeping within the ‘Spirit of Rugby’ it is essential that all maintain the highest expectations of behavior. Detailed at enclosure 4, the documents covered are:

- Player Participation Agreement (Player and Team Management).

- Player Code of Ethics Form

Enclosures:

1. GCDRU “Cyclones” Pathway:
2. GCDRU Competency Framework
3. Position Descriptions:
 - a. Head Coach
 - b. Assistant Coach
 - c. Team Manager
 - d. Medical
 - i. General Practitioner
 - ii. Physiotherapist
 - iii. Nutritionist
 - e. Administrative
 - i. Analyst
4. Representative Team Application
5. Player Participation Agreement and Code of Ethics

References

Australian Sports Commission-Athlete Pathways and Development.

ARU-Code by-laws.

ARU-Expectations of Behaviour Guidelines.

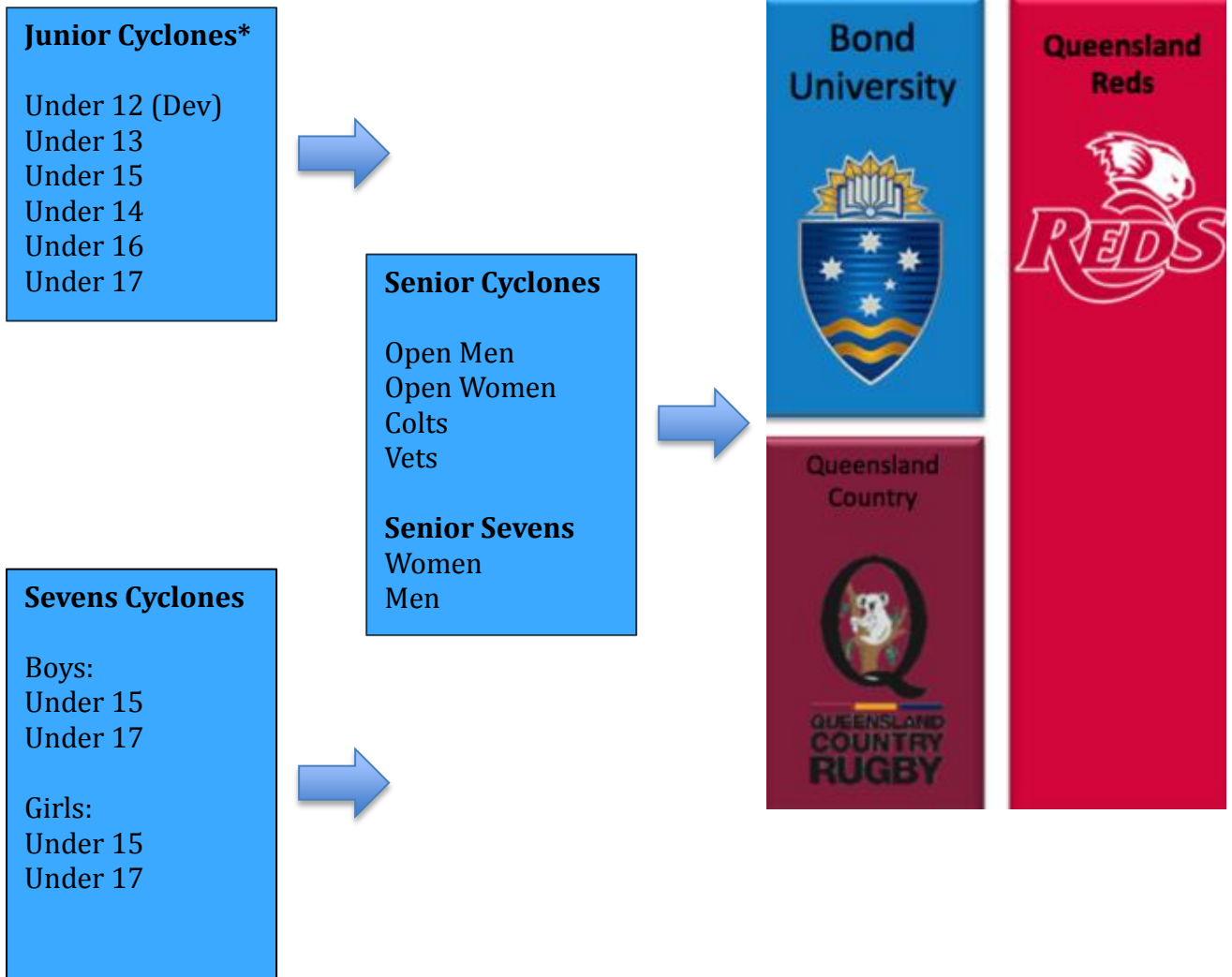
Queensland Rugby Union Policies:

QRU001-Premier Rugby Medical and Safety Procedures

QRU0018-QRU Representative Team Selection Policy

QRU0019-QRU Regional Representative Selection Policy

GCDRU Cyclones Pathway



* Whilst the Under 15/17 participate in the Junior Gold Cup Competition, GCDRU is invested in the development of players and will provide opportunities for these age groups.

POSITION DESCRIPTION - HEAD COACH

Position: Head Coach
Responsible to: Coaching Director

Major interactions:

- Team Manager
- Assistant Coach
- Players

Purpose (Why does the role exist?)

The role is critical in setting and maintaining standards. In essence, the purpose of the role is to provide the leading program and coaching role within the rugby program and influence and direct the underpinning programs that contribute to the success of the program both short and long term (consistent success at the highest level).

Key Areas of Responsibility (Over what areas does this role have responsibility and accountability?)

Rugby**Program**

- Design, implement and manage the team 'Blue Print' and guiding principles for success.
- Coordinate the development and implementation of annual coaching and training plans/models.
- Lead program, staff and player review.

Coaching/training

- Develop and implement playing styles and systems (principles of play).
- Develop and implement game plans.
- Manage the design and implementation of training session outlines and session plans.
- Delegation of coaching components to coaching staff.
- Provide coaching on a team, unit and individual basis including the following components:
 - Team play.
 - 1st phase.
 - General play.
 - Breakdown.
 - Individual skill development programs.
- Coordinate and deliver team and player reviews – training and playing; maintain records of player reviews.
- Coordinate and deliver unit and individual player review as per above coaching components – training and playing; maintain records of player reviews.
- Preview of all opposition – team play and unit and individual players as per above coaching components.
- Available required to all match, trainings and tours as outlined in program schedule.

- Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development.

Selection/recruitment

- Develop and implement selection policy and process.

Staff

- Management and direction of:
 - o Team Manager
 - o Assistant Coach
 - o Other staff as required
- Lead effective staff communication systems (eg staff meetings).
- Manage staff leadership program/s.
- Assist with team logistics and operations as required and requested at training and matches at home and away.

Players

- Coordinate and deliver effective player communication schedules including consistent individual player feedback and player welfare review and interventions.
- Maintain records for all player reviews.
- Engage and support the player leadership group.
- Provide relevant player information and opinions to other higher level program coaches as required.

Organisation

- Provide input into the organisations strategic plans.
- Provide technical leadership within coach education programs and coaching to other programs as requested and available.

General

- Develop, maintain and promote standards and expectations at all times.

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of players (One ‘principles of play’ across all programs).
- Successful implementation of the Blue Print for success (performances and success).
- Defensive success – data supported .
- Effective player and staff leadership program in place.
- Staff and player satisfaction.
- Effective communication and involvement with all staff .

Unique Criteria

- Outstanding and proven ability to lead.
- Outstanding proven coaching skills.

- Expert and proven coaching knowledge and experience.
- Excellent understanding of the components that contribute to a high performing rugby program including the incorporation of sport science and sport medicine.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Travel - intrastate and interstate.

POSITION DESCRIPTION-ASSISTANT COACH

Position: Assistant Coach
Responsible to: Head Coach

Major interactions:

- Assistant Coach
- Players

Purpose (Why does the role exist?)

To provide the highest level of coaching to the program and provide overarching coaching and development models for underpinning programs and to attain attack (set piece and unstructured) excellence and consistent development across all players.

Key Areas of Responsibility (Over what areas does this role have responsibility and accountability?)

Rugby

Program

- Support the Head Coach with implementation of the team 'Blue Print' and guiding principles for success.
- Assist the Head Coach with the development of annual periodised coaching and training plans/models.
- Develop and implement specific programs for all players in consultation with program coaches and Athletic Performance coaches.
- Participate in the annual program and player review.

Coaching/training

- Assist with the implementation of playing styles and systems (principles of play).
- Assist the Head Coach with the development of game plans.
- Assist the Head Coach with the design of training session outlines and session plans.
- Provide coaching on a team, unit and individual basis in relation to your appointment.

Backs

- Backline starter plays.
- Attack patterns and shapes.
- Kicking – options.
- Attack elements of restart receptions.
- General play – counter attack and slow ball options.
- Team play - support principles.
- Attacking breakdown support roles.
- Individual skill development programs for:
 - Kicking
 - Passing
 - Running lines

Forwards

- Scrum.
- Lineout.
- Set piece defence transition.
- Set piece elements of restarts.
- General play (support and defence).
- Team play.
- Individual skill development programs for:
 - Scrum shape.
 - Lineout throw.
 - No 8 delivery.
 - Lineout and restart catching and lifting.
 - Coaching of breakdown.
- Unit and individual player reviews as per above components – training and playing; maintain records of player reviews.
- Preview of all opposition – unit and individual players as per above components.
- Available as required to attend at all match, trainings and tours as outlined in program schedule.
- Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development.

Selection

- Participate as a selection panel member.
- Abide by selection policy and process.

Staff

- Assisting with team logistics and operations as required and requested at training and matches at home and away.

Players

- Provide and deliver effective and consistent player feedback and player welfare reviews and interventions as requested.
- Maintain records for all player reviews.

Organisation

- Provide technical leadership within program coach education programs and coaching to other programs as requested and available.

General

- Maintain and promote program standards and expectations at all times.

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of backline players (One ‘principles of play’ across all programs).
- Successful coaching of ‘principles of play’ and coaching components (performances &

success).

- Success and effectiveness.
- Improvement and effectiveness from previous year.
- Staff and player satisfaction.

Unique Criteria

- Outstanding proven coaching skills.
- Expert and proven coaching knowledge and experience.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Ability to work flexible hours, which will include weekends.
- Travel - intrastate and interstate.

POSITION DESCRIPTION-Specialist Coach

Position: Specialist Coach
Responsible to: Head Coach

Major interactions:

- Head Coach
- Assistant Coach
- Players

Purpose (Why does the role exist?)

To provide the highest level of coaching to the program and provide overarching coaching and development models for underpinning programs and to attain attack (set piece and unstructured) excellence and consistent development across all players.

Key Areas of Responsibility

Rugby

Program

- Support the Head Coach with implementation of the team 'Blue Print' and guiding principles for success.
- Assist the Head Coach with the development of annual periodised coaching and training plans/models.
- Develop and implement specific programs for all players in consultation with program coaches and Athletic Performance coaches.
- Participate in the annual program and player review.

Coaching/training

- Assist with the implementation of playing styles and systems (principles of play).
- Assist the Head Coach with the development of game plans.
- Assist the Head Coach with the design of training session outlines and session plans.
- Provide coaching on a team, unit and individual basis in relation to your appointment.

Backs

- Backline starter plays.
- Attack patterns and shapes.
- Kicking – options.
- Attack elements of restart receptions.
- General play – counter attack and slow ball options.
- Team play - support principles.
- Attacking breakdown support roles.
- Individual skill development programs for:
 - Kicking
 - Passing
 - Running lines

Forwards

- Scrum.
- Lineout.
- Set piece defence transition.
- Set piece elements of restarts.
- General play (support and defence).
- Team play.
- Individual skill development programs for:
 - Scrum shape.
 - Lineout throw.
 - No 8 delivery.
 - Lineout and restart catching and lifting.
 - Coaching of breakdown.
- Unit and individual player reviews as per above components – training and playing; maintain records of player reviews.
- Preview of all opposition – unit and individual players as per above components.
- Available as required to attend at all match, trainings and tours as outlined in program schedule.
- Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development.

Selection

- Participate as a selection panel member.
- Abide by selection policy and process.

Staff

- Assisting with team logistics and operations as required and requested at training and matches at home and away.

Players

- Provide and deliver effective and consistent player feedback and player welfare reviews and interventions as requested.
- Maintain records for all player reviews.

Organisation

- Provide technical leadership within program coach education programs and coaching to other programs as requested and available.

General

- Maintain and promote program standards and expectations at all times.

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of backline players (One ‘principles of play’ across all programs).
- Successful coaching of ‘principles of play’ and coaching components (performances &

success).

- Success and effectiveness.
- Improvement and effectiveness from previous year.
- Staff and player satisfaction.

Unique Criteria

- Outstanding proven coaching skills.
- Expert and proven coaching knowledge and experience.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Ability to work flexible hours, which will include weekends.
- Travel – intrastate and interstate.

POSITION DESCRIPTION-Coach Mentor

Position: Coach Mentor
Responsible to: Head Coach

Major interactions:

- Head Coach
- Assistant Coach

Purpose (Why does the role exist?)

To provide the highest level of coaching support to the coaching team as a trusted advisor and mentor

Key Areas of Responsibility**Rugby****Program**

- Support the Head Coach with implementation of the team 'Blue Print' and guiding principles for success.
- Support the Assistant Coach with implementation of the team 'Blue Print' and guiding principles for success.

Coaching/training

- Assist the Head Coach with the development of coaching styles, team management and player management

General

- Maintain and promote program standards and expectations at all times.

Key Outcomes (What will this role achieve? What are the measures of success?)

- Coach support.

Unique Criteria

- Outstanding proven coach mentor skills.
- Expert and proven coaching knowledge and experience.
- Excellent people and communication skills.
- Adaptability.

POSITION DESCRIPTION -TEAM MANAGER

Position: Team Manager
Responsible to: Coaching Director

Major interactions: *All team staff and players including:*

- Head Coach
- Assistant Coach

Purpose (Why does the role exist?)

The role is critical in setting and maintaining standards through cordial, professional and regular contact with the Coaching Director, Coaching staff and each player to ensure effective delivery of the program schedule for the team.

Key Areas of Responsibility (Over what areas does this role have responsibility and accountability?)

- To responsibly manage and monitor the Team's schedule and logistics.
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way.
- Regular communication with Coaching Director and Team Staff Members to ensure all requirements are covered.
- Keep working on the best schedule to ensure the smooth and efficient running of the Team's daily program and events: training sessions, meetings, meals, travel, functions etc.

Duties

- Administrative functions including all relevant paper work for players, room allocation, selection of duty managers, issue or replacement of all team apparel including playing, training, formal and casual apparel.
- Coordination with Tournament liaison officers and duty managers for daily laundry where necessary.
- Preparation and distribution of daily diary (in consultation with Head Coach).
- Co-ordination and chair of all staff and team meetings including timings, agenda and follow up action on decisions.
- Provide leadership, communication and consultation with players, staff partners family and Coaching Director as required.
- Close liaison with Head Coach regarding daily and long term schedules, which includes training, meetings, promotional, media, discipline, team dress standards and social activities.
- Liaise with venues regarding all bookings including any changes to schedules.
- Team budget allocation and settlement of accounts when required.
- Attend training sessions.
- Financial Management of Team budgets when required.
- Management of flight Check-ins including check-in of team equipment, collection and management of team airline tickets.
- Management of hotel check-in including room lists and check outs.
- Coordination of team equipment for training and travel.
- Media Liaison as required.
- Coordination of Team photo.
- *PLUS:* Other odd jobs as required.

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of players (One ‘principles of play’ across all programs).
- Successful implementation of the Blue Print for success (performances and success) .
- Effective player and staff leadership program in place.
- Staff and player satisfaction.
- Effective communication and involvement with all staff.
- The ability to have developed, maintained and promoted standards and expectations at all times.

Unique Criteria

- Outstanding and proven ability to lead.
- Excellent understanding of the components that contribute to a high performing rugby program.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Flexibility to travel – intrastate and interstate.

POSITION DESCRIPTION -PHYSIOTHERAPIST

Position: Physiotherapist
Responsible to: GCDRU Doctor

Major interactions: *All team staff and players including:*

- Head Coach
- Assistant Coach

Purpose (Why does the role exist?)

- To maintain cordial, professional and regular contact with each player to ensure effective health and fitness delivery for the Team;
- To responsibly manage and monitor the Team's fitness and medical condition as part of the program;
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way.

Key Areas of Responsibility (Over what areas does this role have responsibility and accountability?)

Team medical supplies

Coordination of:

- Team Medical Supplies in conjunction with GCDRU Doctor
- Team Hydration and recovery requirements during assemblies

Management/coordination of player fitness and medical care

- Monitor playing personnel fitness and medical conditions in the lead up to Assemblies and during all team assemblies.
- Develop training schedule for fitness, recovery and flexibility pre assembly and during all assemblies.

Experience, Skill and expectations:

- Rugby Knowledge
- Qualified Physiotherapist
- Available for the duration of the program.

Key Outcomes (What will this role achieve? What are the measures of success?)

- The best Rugby program in Australia – systematic and progressive models for the development of players (One 'principles of play' across all programs).
- Successful implementation of the Blue Print for success (performances and success)
- Staff and player satisfaction.
- Effective communication and involvement with all staff.
- The ability maintained and promote standards and expectations at all times.

Unique Criteria

- Excellent understanding of the components that contribute to a high performing rugby program.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Flexibility to travel – intrastate and interstate.



GOLD COAST DISTRICT
RUGBY UNION

Gold Coast District Rugby Union Representative Teams Application



GOLD COAST DISTRICT
RUGBY UNION

Representative Team(s) Name:

Position(s) Sought:

First Name		Last Name	
Mobile		Home Phone	
Email			
Address			
Suburb		Postcode	
Country		Nationality	
Do you have permission to work in Australia?	Yes / No	Visa Class:	
RugbyLink #		Date of Birth	
Accreditation Level		Certifying Union	
Children's Commission Blue Card	Yes / No	State:	
Blue Card #		Expiry	
Coaching History			
Year	Organisation	Grade & Position	Notes
2017			
2016			
2015			
2014			
Most Noted Appointment			
Year	Organisation	Grade	Notes
Coaching / Rugby Philosophy			

Coaching Strengths	Areas to Develop
1.	1.
2.	2.
3.	3.

Referees (please provide 2)			
First Name		Last Name	
Mobile		Home Phone	
Email			
First Name		Last Name	
Mobile		Home Phone	
Email			
Other Details			
Signed		Date	

All positions are Volunteers, these are non-paid positions.

Player Participation Agreement
(To be completed by ALL PLAYERS & TEAM MANAGEMENT)

Name: _____ DOB: _____

Team: _____ ARU Rego No.: _____

Address: _____

Suburb: _____ Postcode:

Emergency Contact: _____ Contact No.: _____

I, the Undersigned:

- Accept the invitation to participate in the *Insert competition here* in accordance with the terms and conditions of program.
- Agree to participate in all activities and functions organised by the BJRU and QRU or agents associated with the program (including but not limited to professional development, athlete testing, media interviews and research);
- Acknowledge that all imagery, audio and video footage taken by the QRU or its agents during the Program is available for use by the GCDRU and QJRU, at its sole discretion for editorial, publicity and advertising purposes;

REGISTRATION TERMS AND CONDITIONS

Unless otherwise stated, terms in this document shall have the same meaning as defined in the ARU Code of Conduct. A copy of the ARU Code of Conduct is available in the [Policy Register](#).

1. By completing this Registration Form, you (or if the participant is under 18 years of age, that participant's parent or legal guardian on behalf of the participant) agree:
 - i. The information you have provided is true, correct and accurate.
 - ii. The information you have provided will be used and disclosed for the purposes specified in the Privacy Policy, including being used by your club and Member Union to administer the Game and provide rugby activities and rugby-related services. A copy of the ARU Privacy Policy is available in the [Policy Register](#).
 - iii. To comply with and abide by the rules and regulations which govern the Game and its authorised variations, including, World Rugby Laws of the Game and Regulations (www.worldrugby.org), the ARU Code of Conduct By-Law, the ARU Policies (including ARU Anti-Doping Code and ARU Member Protection Policy) and the competition rules governing sanctioned competitions and events, available at [Running Rugby](#).
 - iv. You have fully disclosed any suspension you may be serving imposed by any sporting body, and will disclose any suspension imposed in the future.
 - v. You have fully disclosed any incident, matter or set of circumstances (irrespective of when it occurred) that does, or has the potential to, render you an unfit or improper person to be a Participant in Australian Rugby. This includes any incident, matter or

set of circumstances that could damage the game of Rugby or bring in to question the integrity and good character of its Participants.

- vi. You must pay all fees, including but not limited to, registration fees.
- vii. The ARU, your Member Union, Rugby Body or Club may use your name or image in any form or medium for marketing, promotional and research activities.
- viii. The ARU may deregister you at any time by notice.

RISK AND LIABILITY

- 2. The Game and its variations can be hazardous and incidents may happen. To the extent permitted by law, by accepting these Terms of Registration, the participant and/or his/her parent or legal guardian assume the risks associated with participating in the Game and acknowledge this warning of the injury risks involved, and in doing so, waives all claims for liability against any participant and releases every participant from all liability, provided that such liability arises while the participant is participating in the Game.
- 3. ARU will hold the benefit of this release and waiver on trust for all participants. ARU makes no warranties regarding services associated with the Game or the fitness for purpose of materials provided.

INSURANCE

Registered participants of the Game are provided basic levels of cover under the ARU Insurance Plan for Sports Injury (Accident) cover, excluding cover for medical expenses where there is any Medicare Contribution (i.e. Medicare Gap). It is recommended that all participants consider Private Health and other Insurances as required for their individual circumstances, over and above the coverage provided under this Plan. Further information is available at [Running Rugby](#) and [ARU Insurance plan](#).

I have read and agree to Australian Rugby Union Registration Terms and Conditions accept the terms and conditions detailed herein and hereby warrant that the above details are true and correct.

(Parent/Guardian to sign if participant is less than 18 years of age)

Name (Print clearly)

Signature

Date

PLAYER CODE OF ETHICS FORM**CODE OF ETHICS****Players**

As players competing at the representative level of Rugby in Australia, it is important that you understand and observe the following:

This is important, so that:

- (a) You maximise your own chances of performing well at this level.
- (b) You obtain all the benefits from participating, including those additional to playing.
- (c) You bring added respect to the high reputation that representative junior/schools rugby enjoys in Australia.

General**1. Junior Rugby**

You are participating in this representative as a member of your junior team who has been selected to represent your region. Thus you are under the jurisdiction of the Australian Rugby Union. The Officials in charge of you have a responsibility to the Australian Rugby Union, your junior/s/State team, as well as to your parents.

2. Alcohol, Smoking – and banned substances

The use of which:

- (a) Is inconsistent with achievement at representative levels of Rugby.
- (b) Is inappropriate for junior/schoolboy players attending.
- (c) Can lead to difficulties in social situations when in groups.
- (d) Is forbidden at any QRU event, or related event, or when travelling.
- (e) Can lead to a player being sent home and a report sent to the junior association and State, where the consumption of and/or subsequent behaviour due to alcohol is judged to be inappropriate to the Officials.
- (f) Will, in the case of banned substances; result in the matter being referred to the Police. The players will then be sent home immediately and a report will be sent to the junior association and State of the player(s) involved.
- (g) No player shall bring caffeine based drinks e.g. V, Red Bull etc., which with excessive consumption can be detrimental to adolescent health.
- (h) Any player on prescribed medication must declare to their team manager and tour manager, or his nominee, prior to the tour

3. Games

- (a) Attitudes and conduct towards other teams and team mates must be consistent with the highest standards of sportsmanship. Foul language on or off the field is unacceptable and will be dealt with firmly.
- (b) Foul, violent or dangerous play on the field can lead to a player being cited to appear before Judiciary, whether or not the action was detected or dealt with by the referee.

Players Code

1 CODE OF CONDUCT - PLAYERS

- 1.1 Your safety and the safety of your team mates and opponents comes first. Be aware of, and always comply with, the ARU Safety Policies and Guidelines.
- 1.2 Be a good sport, displaying modesty in victory and graciousness in defeat.
- 1.3 Treat everyone equally, fairly and with dignity regardless of gender or gender identity, sexual orientation, ethnicity, cultural or religious background, age or disability. Any form of bullying, harassment or discrimination has no place in Rugby.
- 1.4 Do not repeatedly breach the Laws of the Game relating to Foul Play or Misconduct (as those terms are defined in World Rugby Regulations).
- 1.5 Accept and respect the authority of a referee, assistant referee, touch judge or other match or team official. Do not abuse, threaten or intimidate, use crude language or gestures, or show unnecessary obvious dissension, displeasure or disapproval towards a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official.
- 1.6 Do not make any public comment that is critical of the performance of a match official, player, team official, coach or employee/officer/volunteer of any club or a Union; or on any matter that is, or is likely to be, the subject of an investigation or disciplinary process; or otherwise make any public comment that would likely be detrimental to the best interests, image and welfare of the Game, a team, a club, a competition or Union.
- 1.7 Use Social Media appropriately. By all means share your positive experiences of Rugby but do not use Social Media as a means to breach any of the expectations and requirements of you as a player contained in this Code or in any Union, club or competition rules and regulations.
- 1.8 Do not otherwise act in a way that may adversely affect or reflect on, or bring you, your team, club, Rugby Body or Rugby into disrepute or discredit. If you commit a criminal offence, this is likely to adversely reflect on you and your team, club, Rugby Body and Rugby.
- 1.9 You must assist in any investigation or disciplinary proceedings and ensure that no inaccurate and/or misleading information is provided by you during the course of an investigation or hearing under this Code or in relation to any other disciplinary proceedings.
- 1.10 You must disclose any incident, matter or set of circumstances (irrespective of when it occurred) that does, or has the potential to, render you an unfit or improper person to be a Participant in Australian Rugby. This includes any incident, matter or set of circumstances that could damage the game of Rugby or bring into question the integrity and good character of its Participants.

2 CODE OF CONDUCT - COACHES

- 2.1 The safety, health and welfare of players comes first. Be aware of, and always comply with, the ARU Safety Policies and Guidelines and be alert to minimise dangerous or foul play.
- 2.2 Treat everyone equally regardless of gender or gender identity, sexual orientation, ethnicity, cultural or religious background, age or disability. Any form of bullying, harassment or discrimination has no place in Rugby.
- 2.3 Be aware of, and always comply with, the ARU Participation and Inclusion Policy(s) and Guidelines.
- 2.4 Obtain and maintain all required coaching accreditation/s and complete all training and education associated with such accreditation.
- 2.5 Maintain a thorough knowledge of the Laws of the Game and current coaching methods.
- 2.6 Actively discourage foul play and/or unsportsmanlike behaviour of players.
- 2.7 Accept and respect the authority of a referee, assistant referee, touch judge or other match or team official. Do not abuse, threaten or intimidate, use crude language or gestures, or show unnecessary obvious dissension, displeasure or disapproval towards a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official.
- 2.8 Maintain appropriate, professional relationships with players at all times.
- 2.9 Do not make any public comment that is critical of the performance of a match official, player, team official, coach or employee/officer/volunteer of any club or a Union; or on any matter that is, or is likely to be, the subject of an investigation or disciplinary process; or otherwise make any public comment that would likely be detrimental to the best interests, image and welfare of the Game, a team, a club, a competition or Union.
- 2.10 Use Social Media appropriately. By all means share your positive experiences of Rugby but do not use Social Media as a means to breach any of the expectations and requirements of you as a coach contained in this Code or as required in any Union, club or competition rules and regulations.
- 2.11 Do not encourage, promote or turn a blind eye to any fixing or attempt to achieve a contrived outcome in a match or any moment or aspect of a match. If you notice something, you must report it immediately.
- 2.12 Do not otherwise act in a way that may adversely affect or reflect on, or bring you, your team, club, Union or Rugby into disrepute or discredit. If you commit a criminal offence, this is likely to adversely reflect on you and your team, club, Union and Rugby.
- 2.13 You must assist in any investigation or disciplinary proceedings and ensure that no inaccurate and/or misleading information is provided by you during the course of an investigation or hearing under this Code or in relation to any other disciplinary proceedings.
- 2.14 You must disclose any incident, matter or set of circumstances (irrespective of when it occurred) that does, or has the potential to, render you an unfit or improper person to be a Participant in Australian Rugby. This includes any incident, matter or set of circumstances that could damage the game of Rugby or bring into question the integrity and good character of its Participants.

3 CODE OF CONDUCT – SPECTATORS/PARENTS

- 3.1 The safety, health and welfare of players comes first. Be aware of, and always comply with, the ARU Safety Policies and Guidelines and be alert to minimise dangerous or foul play.
- 3.2 Treat everyone equally regardless of gender or gender identity, sexual orientation, ethnicity, cultural or religious background, age or disability. Any form of bullying, harassment or discrimination has no place in Rugby.
- 3.3 Be aware of, and always comply with the ARU Participation and Inclusion Policy(s) and Guidelines.
- 3.4 Accept and respect the authority of a referee, assistant referee, touch judge or other match official. Do not abuse, threaten or intimidate, use crude language or gestures, or show unnecessary obvious dissension, displeasure or disapproval towards a referee, assistant referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official.
- 3.5 Accept that everyone makes mistakes. Do not ridicule or yell at players.
- 3.6 Encourage children to play by the Laws of the Game and have fun.
- 3.7 At all times comply with any conditions of entry and follow the directions of Ground Marshalls and/or other duty officials.
- 3.8 Take an active role in eliminating bad behaviour of other spectators by reporting incidents to Ground Marshalls.
- 3.9 If consuming alcohol at a match or a Rugby related activity, do so responsibly and in a respectable manner.
- 3.10 Use Social Media appropriately. By all means share your positive experiences of Rugby but do not use Social Media as a means to breach any of the above expectations and requirements of you as a Participant of Rugby.
- 3.11 Do not otherwise act in a way that may adversely affect or reflect on, or bring you, your team, club, Union or Rugby into disrepute or discredit. If you commit a criminal offence, this is likely to adversely reflect on you and your team, club, Union and Rugby.
- 3.12 You must assist in any investigation or disciplinary proceedings and ensure that no inaccurate and/or misleading information is provided by you during the course of an investigation or hearing under this Code or in relation to any other disciplinary proceedings.
- 3.13 You must disclose any incident, matter or set of circumstances (irrespective of when it occurred) that does, or has the potential to, render you an unfit or improper person to be a Participant in Australian Rugby. This includes any incident, matter or set of circumstances that could damage the game of Rugby or bring into question the integrity and good character of its Participants.

I....., as a player have read and understand the Player and Parent Code of Ethics and Conduct Form.

.....
Players Signature

.....
Date

I....., as the Parent / Guardian of the above player, acknowledge that should my son's behaviour be contrary to the code of conduct which is attached to this document or detrimental to or disruptive of team moral or discipline or brings the GCDRU or its representatives into disrepute, I/We will indemnify the GCDRU for any of the costs incurred by the GCDRU in remedying any damage resulting from the behaviour, or costs incurred in having to send him home by aircraft or other means, if so deemed by the Tour Management. I also witness that my son has read, understands and has signed the player & Parent Code of Ethics and Conduct Form above.

.....
Parent /s Signature

.....
Date