APPENDIX FOUR - CODE OF CONDUCT FORM FOR REFEREES

Referees should familiarise themselves with the IRFU Safeguarding Policy, (www.irishrugby.ie/safeguarding) and in particular the Code of Conduct below. Referees should read and agree to abide by these terms. Referees should update the self-declaration questions annually. Branch referees should be members of their Branch Association/Society and adhere to rules and procedures as agreed by the Branch Association/Society.

***** Referees appointed through their Association / Society will sign the Declaration and Code of Conduct as outlined below.**

***** All referees should carry out the necessary training and attend support workshops as outlined by their Association / Society.**

AS A REFEREE IN RUGBY
I AGREE THAT I SHOULD

- Respect the rights, dignity and worth of every Age-Grade Player and treat everyone equally, regardless of gender, disability, ethnic origin, religion, etc.
- Put welfare of Age-Grade Player first.
- Encourage fair play and ensure safety is paramount in all games.
- Facilitate the playing of the game through the correct application of the laws of the game.
- Plan and prepare appropriately, be punctual.
- Hold up-to-date referee qualifications and be committed to the guidelines in the IRFU's Safeguarding Policy.
- Act as a role model and promote the positive aspects of rugby and maintain highest standards of personal conduct.
- Be responsible for monitoring boundaries between a working relationship and friendship with Age-Grade Players.
- Remain positive when dealing with Age-Grade players and/or coaches, parents and spectators.
- Manage disciplinary matters appropriately, report to the Branch when necessary.
- Follow agreed protocols regarding changing rooms.
- Report any concerns in accordance with this Policy's reporting procedures, Section 4 of IRFU Safeguarding Policy.

Where possible I will avoid:

- Spending excessive amounts of time with Age-Grade Players away from others.
- Constant communication with individual Age-Grade Players by mobile phone or email or social media forums.
- Taking Age-Grade Players to my home.
- Taking Age-Grade Players on journeys alone in my car.

I understand that I should not:

- Use any form of physical punishment or physical force on a child.
- Exert undue influence over a participant
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and /or make sexually suggestive comments about, or to an Age-Grade Player. This includes innuendo, flirting or inappropriate gestures and terms.

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SELF-DECLARATION

I agree that

- I will abide by the guidelines contained in the IRFU Safeguarding Policy and Branch Association / Society regulations.
- I have not been asked to leave a sporting organisation?
- There is no reason why I should not be working with young people and vulnerable persons and/ or in a regulated activity?
- I have not been convicted of a criminal offence or been the subject of a caution; a Bound Over Order; or am not at present the subject of criminal investigations?

Signed: _____

Dated: _____

Print Name: _____

***** Branch referees appointed regularly by their club and school (but separately from their Association / Branch***) may be asked to complete additional checks in relation to the role they are holding, e.g. an underage referee who works with the same club and team each week throughout the season will be asked to complete a vetting check.**

***** Club and School Affiliate Referees are not Branch referees. The responsibility for appointment of club and school referees lies with their club. Thus club and school affiliate referees who are regularly appointed or volunteer for matches for their club or school will be asked to complete a vetting check, see www.irishrugby.ie/safeguarding Responsibility lies with the club to ensure safe recruitment of referees to games.**