

HIGHER EDUCATION BEHAVIOURS CHARTER

BUCS Rugby Union 2023-24



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BACKGROUND AND CONTEXT

It has become increasingly clear over recent seasons that Higher Education Rugby Union is faced with the growing challenge of poor behaviour within our game day environments. While the vast majority of players, coaches and spectators conduct themselves appropriately and uphold the values of Rugby Union, several unacceptable instances last season have hastened the need for action and while we know this issue is not unique to Rugby Union, we also know that in consultation with our members we can create positive change within our game.

Following the conclusion of the 2022-23 season, BUCS, in collaboration with the RFU, SRFU, SRU, WRU and several of our members sought to create a behaviours charter which outlines expectations for institutions, staff, players and spectators to not only address any recurring incidents but rather to prevent them in the first instance. A number of the charter principles or similar requirements already exist within respective institution compliance frameworks in addition to excellent behavioural management mitigation strategies, club training modules and codes of conduct already in place for players and staff alike. It is however, BUCS and the home nations NGBs collective responsibility to ensure we support our universities in their endeavours to create truly inclusive, safe and positive game day and club environments, moreover, ensuring we promote the robust reporting, and sanctioning of incidences of poor behaviour when necessary.

The expectations in this charter will be further supported by both BUCS regulations as well as the regulations and discipline processes of the RFU, SRFU, SRU & WRU. Dedicated lead contacts and resources will also be made available from each home nation adding a further layer of support for our clubs.

It must be noted that the charter will form just one part of the overall approach to discipline. A number of other resources are already in place including those stated within the BUCS Rules and regulations, the discipline processes in place with each home nation and the already mentioned strategies and protocols which many institutions already have.

OUR GUIDING 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.

In order for these principles to be effectively executed, the charter will target four key stakeholders within the Higher Education game, namely, our **Institutions, Staff, Players and Spectators**. As detailed below, each stakeholder has an associated and accountable subset of principles to adhere to in order to maximise the success and impact of the charter.

These principles and actions are drawn from a number of sources across the home nations, the SRFU and BUCS and exemplify the expectations of how the HE game should be able to flourish in accordance with the charter. Staff, students, players, volunteers, supporters and spectators alike should now be able

to identify behaviours that run contrary to the outlined ambition of the charter and should be confident in reporting these.

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.

WORLD RUGBY CHARTER

Rugby in unique

Rugby owes much of its appeal to the fact that it is played both to the letter and within the spirit of the laws. The responsibility for ensuring that this happens lies not with one individual - it involves coaches, captains, players, match officials and spectators.

It is through discipline, control and mutual respect that the spirit of the game flourishes and, in the context of a game as physically challenging as rugby, these are the qualities which forge the fellowship and sense of fair play so essential to the game's ongoing success and survival.

Old-fashioned traditions and virtues they may be, but they have stood the test of time and, at all levels at which the game is played, they remain as important to rugby's future as they have been throughout its long and distinguished past. The principles of rugby are the fundamental elements upon which the game is based and they enable participants to immediately identify the game's character and what makes it distinctive as a sport.

Rugby is valued as a sport for all. It builds teamwork, understanding, co-operation and respect for fellow participants. Its cornerstones are, as they always have been:

- The pleasure of participating
- The courage and skill which the game demands
- The love of a team sport that enriches the lives of all involved
- The lifelong friendships forged through a shared interest in the game.

[\(View the World Rugby Charter\)](#)

RESOURCES

We have created and housed several additional resources on the BUCS website which will be for anyone to use/refer to. We will continue to add to and adapt these through the season(s) as the initiative develops and based on feedback.

- A dedicated behaviours page.
- Additional wording into BUCS Rugby Union regulations to clearer identify HE discipline group.
- A copy of this charter document available for download.
- A visual version of the charter available for download.
- An efficient and clear mechanism for discipline.
- The webinars available for download.

REPORTING PROCESSES

We want everyone to report any instances they witness which contravene the values laid out in this charter. BUCS, the RFU, SRFU, SRU and WRU have worked extensively on developing a more joined up approach to managing discipline processes and will work collaboratively to take action.

BUCS

When safe to do so, you can email discipline@bucs.org.uk

For initiation-based instances, you can use the 'report and initiation' button on the BUCS website which can be found [here](#)

RFU & SRFU

A reporting form for all discipline matters can be found [here](#)

SRU

You can find contact details of your relevant regional managers [here](#) and you can raise your concerns to them, alternatively, you can make any relevant reports to Tellus@sru.org.uk

WRU

All relevant contact details, including the WRU's integrity mailbox and hotline can be found [here](#)

DISCIPLINE PROCESSES

The RFU, SRFU, SRU & WRU along with BUCS are all committed to working to improve behaviour across the game. Home Nation Union discipline processes and procedures are in place along with BUCS regulations to administer sanctions where appropriate. We encourage all institutions, club members and spectators to familiarise themselves with these and to understand the potential consequences of their actions whether on or off the pitch.

British Universities and Colleges Sport: [HERE](#)

The Rugby Football Union: [HERE](#)

Scottish Rugby Union: [HERE](#)

Welsh Rugby Union: [HERE](#)

Student Rugby Football Union: [HERE](#)

INFORMATION AND REFERENCES

Additional information

- [Scottish Rugby Inclusion and Diversity strategy](#)
- [Scottish Rugby Equality and Inclusion handbook](#)
- [RFU Diversity and inclusion resources](#)
- [RFU Core Values](#)
- [WRU Wellbeing Centre](#)

References/sources: ([Core Values \(englandrugby.com\)](#), [Charter | World Rugby Laws, 6261395a3de84b8187f96f8c ABRE22 01 Charter for Sports ClubsSports Teams.pdf \(webflow.com\)](#), [Supporters' Charter at Bath Rugby](#), [Fair Play Charter - Aberystwyth Town Football Club \(atfc.org.uk\)](#))