

CURUFC RELATIONSHIP POLICY

In addition to the standard Code of Conduct, by which all members of the club are expected to abide (including players, coaches, staff members and volunteers), the following policy has been written to provide a framework for any personal relationships that may develop within the club.

With regards personal relationships between coaches and players, the principles of the [University Policy](#) concerning personal relationships between staff and students and the [Sports Coach UK Code of Conduct](#) for coaches should be followed. These strongly recommend that any person in a position of authority, influence, or trust (e.g., Senior Member, Coach, Club Staff or Volunteer) **DOES NOT** allow a personal relationship to develop with an athlete.

It is important that any personal relationship of this nature that does develop is declared to a member of the Club Committee (Director of Rugby, Co-Chair or Executive Secretary) and then managed carefully within the club context. This may involve:

- Consulting with both parties to identify any impact their relationship may have within the Club.
- Facilitating the re-organisation of duties to ensure that a coach is not responsible for the safety or the provision of pastoral care for the participant. This may require them to be moved to coaching another group or team.
- Ensuring that appropriate action is taken to minimise the potential effect of the relationship on other members of the club. This might include not being solely responsible for team selection.
- Withdrawing from writing references and recommendations for the participant, including, but not limited to references for jobs, academic courses or selection for representative teams, funding applications or other resources.

CURUFC would like to emphasise that it is important for all members in positions of responsibility to behave respectfully and appropriately. Failure to abide by the values of the club will be taken extremely seriously and may result in disciplinary action.