



**COMMUNITY RUGBY - INTEGRITY TRAINING
SAFE ENVIRONMENTS**

AGENDA

- What is the Purpose of the Session?
- The Role of the Club Operations Manager
- WRU Anti-Doping – STAY ONSIDE
- Consequences of Getting it Wrong – STAY ONSIDE
- Values and Behaviours - Creating a Safe and Positive environment
- Managing the Match Day Environment
- Key Messages



WHAT MAKES A GREAT ENVIRONMENT?

What is the Key Ingredient to making a Great Environment, Great Club, Great Squad or Great Team



WHAT MAKES A BAD ENVIRONMENT?



What makes a Bad Environment?





WHAT IS THE PURPOSE OF THIS SESSION?

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To Raise Awareness and Understanding of

- The Role of the Club Operations Manager
- YOUR Responsibilities in relation to Anti-Doping as a Player or Support Staff
- How to create and maintain a Safe and Positive Environment in YOUR club
- How to manage the Match Day Environment





ROLE OF THE CLUB OPERATIONS MANAGER



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- Promote Anti-Doping and Integrity within YOUR CLUB
- Point of Contact for the WRU regarding Player Welfare
- Point of Contact for the WRU regarding Match Day Protocols
- Club Secretary Support – Discipline and Misconduct



CLUB OPERATIONS MANAGER – RESPONSIBILITIES

- Notify the WRU that you are the Club Operations Manager and provide contact details
- Act as the first point of contact with the WRU for any integrity related issues, outside of safeguarding, including anti-doping and player welfare
- Develop Club Networks and Contacts (Senior Men and Women, Youth and Mini and Juniors etc.)
- Responsible for the dissemination of information regarding concussion protocols
- Responsible for delivering or facilitating player welfare and concussion education sessions or organise the delivery of education sessions by others
- Responsible for reporting their senior team injury data using an online survey
- Point of contact for injury surveillance matters, in conjunction with the club medical staff
- Responsible for delivering or facilitating anti-doping education sessions or organise the delivery of education sessions by others
- Disseminate relevant information regarding anti-doping, integrity or player welfare to players, coaches, other volunteers and/or staff
- Develop and Support preventative initiatives at club level in relation to match day protocols and positive behaviour
- Support the Club Secretary in relation to any disciplinary or misconduct investigations
- Ensure that everyone in the club is aware of who you are and how you can be contacted should they have any queries regarding anti-doping, integrity or player welfare related matters
- Brief the Senior Management Committee on any anti-doping or other integrity related matters, and player welfare if appropriate
- Ensure confidentiality in any anti-doping, integrity or player welfare related matters



WRU ANTI-DOPING – STAY ONSIDE



STRICT LIABILITY



Your Body



Your Responsibility

The Six Pillars

Effective
Training
Programme

Healthy and
Balanced
Diet

Good
Hydration
Habits

Effective
Injury
Prevention
Strategies

Appropriate
Rest and
Recovery

Mental
Focus Skills

SUPPLEMENTS AND MEDICATIONS



Informed Choice

- Not the safest way to consume supplements
- 1 in every 3 batch tested
- No blind testing

Informed Sport

- Safest way to consume supplements
- Every batch is tested
- Blind test throughout the year

MEDICATIONS – GLOBAL DRO

- Global DRO - current WADA Prohibited List
- Global DRO is ‘mobile-enabled’
- It is an **athlete’s sole responsibility** to be sure they are not using a medication that is prohibited
- Use Global DRO to check YOUR medications
- It is YOUR RESPONSIBILITY



CBD OIL



WADA and UKAD Position

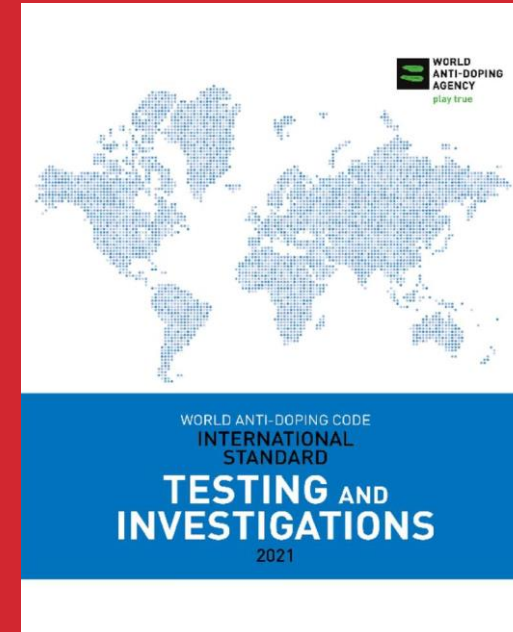
Cannabidiol (CBD) is not prohibited.

‘However, athletes should be aware that some CBD products extracted from cannabis plants may also contain THC that could result in a positive test for a prohibited’

CBD OIL is not regulated and is not endorsed for use by UKAD due to the risk of contamination

TESTING PROCEDURES

- ? Notification of selection for a drugs test
- ? Reporting for testing
- ? Selecting a collection vessel
- ? Providing the sample under supervision
- ? Selecting the sampling kit
- ? Dividing and sealing the sample
- ? Testing the suitability of the sample
- ? Recording and certifying the information



CONSEQUENCES OF GETTING IT WRONG





THE ELEVEN ANTI-DOPING RULE VIOLATIONS

Players Only

- Presence
- Use or Attempted Use
- Evading, Refusing or Failing to Submit
- Whereabouts Failure

Players and Athlete Support Personnel

- Possession
- Administration

Players, Athlete Support Personnel and Others

- Tampering or Attempted Tampering
- Trafficking or Attempted Trafficking
- Complicity or Attempted Complicity
- Prohibited Association
- Acts by an Athlete or Other Person to Discourage or Retaliate Against Reporting to Authorities

CONSEQUENCES OF GETTING IT WRONG



Health

Reputation

Social
Circle

Family



Anyone who commits an
Anti-Doping Rule Violation

could receive a

Four Year Ban

TESTING PROTOCOL

- In Competition Testing – Match Day (Team Manager –Liaison Officer)
- Out of Competition (Training) UKAD Doping Control Personnel and Process
- If you are Notified you MUST Report for Testing
- Doping Control Form – List any Supplements or Medications



**STAY
ON-SIDE!**

TESTING OF MINORS

- Under 18 – Inferred Parental Consent to Testing due to Participation in the Sport
- Under 18 – Good Practice Notify your Parents that you are liable to be tested
- Team Manager - Match Day Liaison and Supervision



**STAY
ON-SIDE!**

RECREATIONAL DRUGS

- Testing for Performance Enhancing Drugs (PED) and Recreational Drugs
- You can be banned for using both
- You can be arrested for using Recreational Drugs



**STAY
ON-SIDE!**

KNOWLEDGE CHECK



- Supplements - How do you know if a supplement product is Informed Sport Registered?
- Testing - What important things do you need to record on the Doping Control Form?
- If you are thinking of taking medication, where do you check it?
- How many Anti Doping Rule Violations are there?
- What are the Consequences if you commit an ADRV?
- Are Recreational Drugs banned in Rugby?
- Who is YOUR Club Operations Manager?



KEY MESSAGES – ANTI-DOPING



- Strict Liability – Your Body YOUR Responsibility
- Check your Medications and Supplements – It is YOUR responsibility
- Anti Doping Rule Violation – Four Year Ban
- Zero Tolerance to Drug Use in YOUR club (PED or Recreational)
- CBD Oil is not regulated and not endorsed by UKAD
- Comply with the Testing Protocols



VALUES AND BEHAVIOURS CREATING A SAFE AND POSITIVE ENVIRONMENT



SAFE AND POSITIVE ENVIRONMENTS

- The Whole Club – Joined up Responsibility and Accountability (Good Governance)
- Qualified and DBS Vetted Coaching Staff – Coaching Youth and Age Grade sides
- Qualified Senior Coaching Staff and Team Management
- Qualified First Aiders or Medical Staff
- Knowledge and Understanding of Codes of Conduct – Players, Coaches and Club Officials
- Coaches Code of Practice
- Values and Behaviours of the Game – Live and Breathe them (Protect the Reputation and Integrity of YOUR club)



COACHES CODE OF PRACTICE – KEY PRINCIPLES OF COACHING PRACTICE



- Rights
- Relationships
- Personal Standards
- Professional Standards



EXAMPLES OF POOR PRACTICE

- **Inappropriate behaviour or overbearing conduct** in training or on the touchline on match days
- Failing to maintain **appropriate relationships** with players
- **Excessive** training and competition pressure
- Failing to follow appropriate **safeguarding and coaching processes**
- **Failing to respect the rights** of players, parents, coaches, referees, officials and other volunteers within the game
- **Failing to respect decisions made by Match Officials**
- Failing to comply with the **Codes of Conduct**



SUMMARY OF GOOD COACHING PRACTICE

Rights - Respect and champion the rights of every individual to participate in Welsh rugby

Relationships - Develop relationships with players and others based on transparency, honesty, mutual trust and respect

Personal Standards - You are in a position of considerable influence and power, set and demonstrate high moral and ethical standards throughout your coaching practice, on a personal level.

Professional Standards - you should have a growth mindset to develop your skills and abilities as a coach. Your key roles are to develop players, improve performance and demonstrate appropriate behaviour and conduct at all times, as a positive role model.





MANAGING THE MATCH DAY ENVIRONMENT





MATCH DAY - CREATING THE RIGHT ENVIRONMENT



- Coaches and Management - Expected Standards of Behaviour
- Role Models - Responsibility and Accountability
- Coaches - Code of Practice
- Coaches - Codes of Conduct
- WRU Safeguarding Policy and Procedures
- WRU Discipline and Misconduct Regulations

MATCH DAY – GOOD PRACTICE

- Spectators – They are YOUR responsibility
- Referee Liaison Officer
- Respect for Match Officials
- Match Day Marshalls (Home and Away)
- Touchline Behaviour – Technical Zone
- Managing Replacements and Warm Ups
- After Match





KEY MESSAGES

KEY MESSAGES

- Promote Good Coaching Practice
- Respect Match Officials
- Know your Responsibilities as a Club Official, Coach or Player
- Spectator behaviour reflects upon YOUR Club – Good or Bad
- Training and Match Day – Create the Right Environment
- Don't be a BYSTANDER be a LEADER





WHERE CAN I ACCESS SUPPORT?



- Club Committee
- Club Secretary
- Club Safeguarding Officer (Safeguarding)
- WRU Integrity Team

WRU INTEGRITY LINE

TELEPHONE - 029 20 822 200

E-MAIL - INTEGRITY@WRU.WALES



CLUB OPERATIONS MANAGERS

**Thanks for
Volunteering!!**



**STAY
ON-SIDE!**



THIS IS OUR GAME

DYMA RYGBI CYMREIG



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