



# Fairford RFC

## Privacy & Data Protection Statement

### Privacy and Data Protection Statement

This statement discloses the privacy policy for Fairford RFC and is based on the England RFU policy. Fairford RFC is committed to protecting your privacy and ensuring a secure experience.

### Collection of Personal Information

Fairford RFC offers certain functions and services which, if you choose to use them, will require information from you in order to work, such as your name, email, address and mobile telephone number.

### Use of Personal Information

All personal data is stored on the RFU secure database 'Game Management System' (GMS). Your data is protected by England RFU privacy policy which can be found at <http://www.englandrugby.com/governance/legal-and-admin/data-protection/> We use personal information for five primary purposes:

- To perform the services, you have requested (such as administering your membership)
- To communicate membership information with you efficiently and effectively, such as match fixtures, training sessions.
- To help us create and deliver services most relevant to you
- To alert you to new activities and other info, unless you have indicated otherwise
- To alert you of wider England RFU initiatives, services and activities.
- We are aware that some people will not want their information used other than for the purposes for which it was supplied;

### Processing Your Data

Data is held and processed by the RFU in accordance with the Data Protection Act 1998. The RFU may also need to transfer your personal information to its agents or sub-contractors who will process it on the RFU's behalf.

### Providing you with information

By submitting your personal data to Fairford RFC the RFU may use your personal information to supply you with information about the RFU and/or its related organisations, and new (unless you have indicated otherwise) services offered to the game, as well as their respective activities and ranges of goods, services and opportunities (and otherwise where you have given your consent). The RFU may also use your personal information for general statistical purposes.

### Consent

By submitting your personal information to us, you signify your consent to our using the information provided in the manner described above. If we amend our privacy policy, any changes will be published on this web site. If at any time you wish to update the information which we hold about you, or if you wish to stop receiving information from the Fairford RFC or the RFU, please contact us.





# FAIRFORD RUGBY FOOTBALL CLUB

## FIRST AID TRAINED



Kenny Robins



Lucy Poyntz

## First Aid Trained- May 2019

Nick Baynham

Dave Jackson

Jonathan Chambers

Jake Page-Maskell

Matthew Amor

Khalid Moore





# FAIRFORD RUGBY FOOTBALL CLUB

## SAFEGUARDING



**Club Safeguarding Officer – Lindsey Thurlow**

Email: [safeguarding@fairfordrfc.co.uk](mailto:safeguarding@fairfordrfc.co.uk)

Tel 07789 773093

### RFU CONTACTS:

**Tracey Sparrow**

(County Safeguarding Office)

Email: [safeguarding@gloucestershirerfu.co.uk](mailto:safeguarding@gloucestershirerfu.co.uk)

**Vivien Rimmer**

(Head of Safeguarding)

Email: [vivienrimmer@rfu.com](mailto:vivienrimmer@rfu.com) / Tel 0208 831 7832

**Kath Bennett**

(Safeguarding Case Manager)

Email: [kathbennett@rfu.com](mailto:kathbennett@rfu.com), Tel 0208 831 7479

**Clare Scott**

(Safeguarding Compliance Officer)

Email: [clarescott@rfu.com](mailto:clarescott@rfu.com) / Tel 0208 831 7480

**Chris Rawlings**

(Safeguarding Compliance Officer)

Email: [chisrawlings@rfu.com](mailto:chisrawlings@rfu.com), Tel 0208 831 7454

**NSPCC Helpline**

Tel: 08088 005000

[www.nspcc.org.uk](http://www.nspcc.org.uk)

**Child Protection in Sport Unit**

Tel: 0116 234 7278

[www.thecpsu.org.uk](http://www.thecpsu.org.uk)

Fairford Rugby Club's Safeguarding Policy is on display in the cabin next to the training pitches. Should you require a form, these are also available in the cabin and in the Rugby/Cricket Clubhouse.





# FAIRFORD RUGBY CLUB LIMITED

## Junior and Mini Membership Pack

F.R.F.C



### Welcome to the new season at Fairford RFC

On behalf of Fairford RFC and the Mini & Juniors section, I am again delighted to extend a warm welcome to all parents, players and supporters alike. Whether you are returning to the club for the new season or joining us as a new recruit, I look forward to enjoying with you over the forthcoming season what I hope will be another great season of rugby and the enjoyment that this brings to all involved. As last season, I would ask that you continue to support the game; the players and the club in a positive manner to ensure that we achieve the absolute maximum enjoyment and camaraderie for all that play and visit us at Leaffield Road, Home of Fairford Rugby Club.

Off the pitch, we are still reliant on fund raising, sponsorship and membership support and I would still ask you all to pay your subscriptions promptly and to consider taking a more active part of the Club through either Club or Vice-president Memberships, both of which are available on a voluntary donation basis. These are both primarily aimed at parents and family, who wish to play a greater part at Fairford RFC and become a fully contributing and voting member. For more information on any forms of membership or support that you may be able to offer, please feel free to contact myself or any of the Committee or check the website. Finally, as in many seasons before, I hope that all players have an exciting and injury free season and that everyone enjoys their rugby. **Jonathan Chambers Youth Chairman**

### Annual Subscriptions

We have a "no pay no play" policy, for insurance purposes, therefore please ensure you have completed the registration form and paid your membership A.S.A.P. Any questions on membership and fees to the coaches or Lindsey at [rugby@fairfordrfc.co.uk](mailto:rugby@fairfordrfc.co.uk)



## Training and Fixtures

For all minis and juniors, training officially begins at 10.30am each Sunday and finishes by 12.00pm except on match days (home and away) when each coach will inform their squads of any change in timings. Training takes place at the Juniors and Minis Pitches, off Leafield Road, just before the Primary School.

We ask that in order for the coaches to develop their squads, **no child should be left without a responsible adult in attendance** (this can be a nominated representative who the coach is made aware of but each young person or child should have support available off the pitch). Teas / coffees and refreshments are available from the pitches 'hut' during training and matches. On match days all children and young people will get a free 'hot-dog' for their efforts.

There is a copy of this season's training sessions and fixtures on our website [www.fairfordrfc.co.uk](http://www.fairfordrfc.co.uk). Occasionally, matches will be cancelled and additional matches/tournaments (home and away) will be organized. Your child's coach will give you details of these during the season or keep your eye on your teams pages on the club website. All coaches will contact you before matches to confirm your child / young person availability and we ask that you respond to this communication promptly to ensure appropriate planning is in place. Fixture lists will also be displayed at the pitches 'hut' on training days so you can sign up for all season matches well in advance.

We hold an annual end of season event to which all members are invited and where we celebrate individual and the team successes from the season.

## What is Mini Rugby?

Tag Rugby is for under 8s, under 7s and younger in mixed groups. Tag rugby is a reduced contact introduction in to rugby, which encourages running with the ball, passing and working as a team. Team sizes vary, with the official team size being 4 at under 7s, and 6 at under 8s.

Tag is a very fast paced game with scores typically every 30 seconds. Passing forwards is discouraged and a tackle consists of a tag being ripped from a belt. The defensive team will try and tag 6 times and this then earns them the ball, in the unlikely event this happens the ball is passed to the defensive team who then get to attack. There is no kicking allowed. If a player runs out, then the opposing team gets the ball. Matches last about 10 to 14 minutes.

From 9 years old onward, children play contact rugby in a mixed group up until 12/13 years old. Contact rugby for Minis is a smaller version of the full game, and team sizes are still reduced. Kicking during play is not allowed, scrums are not competitive and the tackle process is introduced gradually over a few years.

## What is Junior Rugby?

Junior Rugby is for boys from under 13s to under 18s. Junior rugby at Fairford operates under a well-defined Junior Operational Structure which has been in place for several years. It covers all aspects of junior rugby including: individual player development; squad and team development; coaching and management standards; representative rugby; health and safety; and child welfare. We are assisted regularly by the Senior Squad who assists the coaches with training on Sunday mornings. All of our volunteers that work with children are CRB checked. Further information on the game of Rugby can be found on the RFU website: [http://www.englandrugby.com/mm/Document/MyRugby/Coaches/01/30/43/38/Introductiontorugby\\_Neutral.pdf](http://www.englandrugby.com/mm/Document/MyRugby/Coaches/01/30/43/38/Introductiontorugby_Neutral.pdf)

## Junior and Mini's Rugby Strip and equipment

The emphasis on clothing is to keep warm and safe. We recommend standard training kits of football / rugby boots with studs (any type), long socks, shorts or jogging bottoms, and warm sports top, such as a Rugby shirt. For colder days a warm undershirt or thermal tops and for rainy days a water resistant training top is recommended.

Gum shields are required from 9 years onwards; some parents provide gum shields earlier. Scrum hats and head protection are worth considering from 9 years onwards, however the protection they offer is offset by the decrease in player awareness and the false feeling of invulnerability.

Kit for Matches are confirmed by the age group coaches, but a match shirt or Fairford Shirt is required. A range of Fairford kit (from shirts, socks to waterproof tops and hats) can be purchased can be bought through the club's website: <https://www.ragingbullsportswear.com/fairford-rfc>.

## Squad Selection

Rugby is an inclusive game, and the importance is taking part and being a team rather than just the winning. Coaches will pick players based on a number of factors and the emphasis on matches is a continuation of learning rugby. Care will be taken in light of the opposition and the conditions. We do not play to lose, but we also do not play to win at all costs. Please therefore be supportive of the coaches as they try and consider the ability and needs of all the players. Also please note that Fairford RFC juniors and minis is one of the most inclusive clubs and all players will get a game if available to play.

## Family Support

Parents are encouraged to support their child not only on the touchline but also by helping out with minor administration, transport, kit and many other jobs which need to be done by the entirely voluntary helpers in the club.

## OUR CODE OF CONDUCT:

### As members of the rugby family WE ALWAYS

- Support positively and applaud good play. Respect officials and opposition players.
- Remember that children are playing to have fun. Behave as good role models on the touchline.
- Congratulate the opposition and make their supporters welcome

### As members of the rugby family WE NEVER:

- Force our child to play rugby.
- Stray from the touchline onto the pitch.
- Verbally abuse match officials, players or other spectators.
- Threaten, intimidate or use bad language.
- Give offence by way of insult, humiliation or discrimination.

## Who are we?

We are a volunteer led and managed junior and minis rugby football club and without the passion and dedication of all our volunteers the club would not exist. These volunteers put a huge amount of time and effort into ensuring the club is managed and runs as smoothly as possible.

If there are any volunteers (18 years plus) who would like to play a role in the development and management of the club your assistance would be most welcome. We run additional events and activities throughout the year and could always do with and would appreciate additional support. If you can help, please speak with your child's coach or contact Lindsey Thurlow [rugby@fairfordrfc.co.uk](mailto:rugby@fairfordrfc.co.uk)

**Volunteer Coaches.** We are always looking for more coaches to join our enthusiastic team of volunteers and the club, subject to agreement, will reimburse all course fees to obtain the necessary qualification. All our coaches have been screened (DBS checked) and attended regular safeguarding training for their suitability for working with children and young people. There is a list of coaches by age group on the website.

**Other Club Volunteers.** New volunteers are always welcome please contact Lindsey at [rugby@fairfordrfc.co.uk](mailto:rugby@fairfordrfc.co.uk) if you are interested in supporting, our current volunteers are and you will see them around at training and matches and are always willing to help:

- Youth Chairman – Jonathan Chambers
- Fixtures coordinator – Lindsey Thurlow
- Youth and Mini's administration and data officer – Lindsey Thurlow
- Coaches Co ordinator – Khalid Moore
- School Liaison Coordinator – Lindsey Thurlow
- Safeguarding Officer – Lindsey Thurlow
- DBS and First Aid coordinator – Lindsey Thurlow
- Communication and Marketing – Lindsey Thurlow

- Website – Emma Tuck
- Social media coordinator – Jonathan Chambers / Kenny Robins
- Events Coordinator - Debbie Rees Jones / George Ellis
- Liaison with Gloucester RFC community – Jonathan Chambers
- Kit Store – Debbie Rees Jones

**Child protection and expectations of parents/guardians, coaches and players.** In accordance with the RFU's child protection scheme, Fairford RFC has a child protection policy and a Child Protection Officer (see volunteer list). Details are posted on the Club notice board. There are certain expectations of players and coaches in addition to parents/guardians. Please familiarise yourselves with this.

**First Aid.** Our coaches are qualified first aiders. In the event of your child being injured whilst playing and you cannot be contacted, you have signed a consent for your child to receive medical attention, as appropriate (membership form). Any incidents, e.g. administering first aid, that need to be documented will be and parents will be made aware of the incident that occurred to their child. It is essential you inform coaches of any medical conditions on arrival that could affect your child's participation, if not already notified previously.

## Communication, Social Media, Schools Liaison and the Community

**Communication / Social Media:** We endeavor to ensure that you are kept up to date on club news and informed of upcoming events through a monthly newsletter, other email communications and social media such as Facebook and Twitter. If your contact details change during the season please contact Lindsey at [rugby@fairfordrfc.co.uk](mailto:rugby@fairfordrfc.co.uk) who will update your details on our contact management system.

**Photography:** Like all sporting communities we like to promote and advertise the success of the club. In doing so we often use images of our players. We have asked for parental / guardian consent on the membership form and we ensure that we follow better practice in this area. Again if circumstances change in the season and you no longer wish your child's image to be used please contact Lindsey at [rugby@fairfordrfc.co.uk](mailto:rugby@fairfordrfc.co.uk) to give consent.

**Community Events:** We are a community based organisation and like to be involved in local events such as the Fairford Festival and Fairfest to spread out love of Rugby. If you are organizing events or know of events where our presence would be of value, giving us an opportunity to promote what we do please let us know at [rugby@fairfordrfc.co.uk](mailto:rugby@fairfordrfc.co.uk)

**Schools Liaison:** We have an active schools programme working closely with all schools across the area and the RFU providing free coaching sessions and opportunities for tournaments etc. We also positively encourage all members to spread the word about the fun they have at the club in their assemblies and classrooms and happy to support any requests.

# FAIRFORD RFC

## EQUAL OPPORTUNITIES POLICY STATEMENT

### EVERYONE DIFFERENT – EVERYONE MATTERS

#### 1. Introduction

**We want Fairford Rugby Football Club to be a place where we value everyone being different and through our actions we demonstrate that everyone matters.**

Our policy statement outlines our commitment to providing equality of opportunity; tackling all forms of discrimination, harassment, intimidation and disadvantage; and promoting equality and diversity. We will ensure that we meet our obligations under the Equality Act 2010 and this policy by not tolerating either direct or indirect discriminatory behaviour or less favourable treatment towards anyone on the basis of one or more of the characteristics (below) or those who are associated with these characteristics. Fairford RFC will also not tolerate discrimination by perception, harassment, victimisation or harassment by a third party on the grounds of:

- Age
- Caring Responsibilities (not covered by the Equality Act 2010)
- Colour
- Ethnic or national origin
- Race
- Nationality
- Disability
- Sex
- Gender Reassignment
- Transgender
- Marital and Civil Partnership
- Sexual Orientation
- Pregnancy or Maternity
- Religion or Belief

This policy statement applies to:

- all our functions and those that are developed with our partners,
- members,
- volunteers,
- contractors,
- visitors and guests.

#### 2. Our Strategic Ambitions

Our strategic ambitions are focussed on meeting the needs of an increasingly diverse population of people. Our person centred approach to service delivery is underpinned by our unequivocal commitment to the spirit and practical application of diversity. We recognise and value the need to ensure that our workforce is reflective of the communities we serve. This ensures we attract talent from all sectors of society which, in turn, enables us to grow our understanding of how our approach to our members can be tailored and revised to enable them to feel included, respected and valued in all their dealings with Fairford RFC.

We will achieve our aims through a demonstrable commitment to the following corporate equality objectives:

- Our services are accessible and are capable of responding to the different and changing needs of our communities;
- Commit to meeting our duties under the Equality Act 2010. We are committed to improving equality practice throughout Fairford RFC and will make adequate resources available to do this;
- Take decisive action to combat all forms of discrimination;
- Vulnerable communities and individuals are supported by our services;
- We will take action where groups within the community whose needs are not adequately being met by services provided by us or jointly with our partners.
- Consult and engage with members, volunteers, staff and external stakeholders;
- Foster good relations and advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it;
- Attract new members, volunteers and supporters

### 3. Our Responsibilities

The Chairman has ultimate responsibility for equality and diversity at Fairford RFC. The Club's committee has strategic and operational responsibility for equality and diversity and is also responsible for monitoring and reviewing this policy and other linked policies.

The committee will:

- advise members on relevant equality and diversity issues;
- ensure that equality considerations are taken into account when making policy decisions, including corporate objective setting for employment and volunteering practices and service delivery.
- develop Equality Act compliant policies and procedures;
- facilitate harassment and bullying and grievance cases;
- provide appropriate equality training and guidance;
- develop actions to tackle any inequality.
- identify and implement 'reasonable adjustments' for disabled members and volunteers;
- ensure that members and volunteers are aware of their responsibilities under this policy;
- act promptly upon any discriminatory acts that affect any of the above groups.

All members, volunteers, contractors, visitors and guests have a responsibility to ensure that this policy is put into practice. Fairford RFC expects a personal commitment from all in making this policy effective and in setting an exemplary standard for others to follow.

This policy statement is further supported by the Code of Conduct, Disciplinary and Safeguarding Policies. Any breach of this statement or related policies will be dealt with through the relevant channels.



# JUNIORS 2019/20

**Items available from the hut**  
(card payment preferred)

Playing Shirt	£30	(sizes XSJ-XLJ) £36 (sizes S,M,L)
Poly Twill Shorts	£13	
Socks	£8	(sizes 9-12, 12-3, 3-6) £10 (size 6+)
Champion Hoodie	£28	
Champion Training Top	£31	
SnapBack Cap	£8.50	
OddBalls Bobble hat	£12	(adult sizes also available for £15)
Beanie Hat	£8.50	(green & white stripe)
Gym Sack	£7	
Boot Bag	£13	
Adult FRFC ties	£10	

## Available to order online

[www.ragingbullsportswear.com/fairford-rfc-juniors](http://www.ragingbullsportswear.com/fairford-rfc-juniors)

Green T Shirt	£10
Black Polo Shirt	£11
Black Skinny Pants	£25
¼ Zip Midlayer	£28
Soft Shell Training Top	£35
Kit Bag	£40



**OddBaLLs**  
FOUNDATION

# Rugby Accessories

**Junior Opra Silver Mouthguard – up to age 10 - £13**

**Opra Silver Mouthguard – over age 10 - £13**

- Durable outer layer for impact protection, flexible inner layer for comfort
- Anatomical patented fins, latex free
- Includes fitting handle and case,
- Colours – black, blue, light blue, green, pink, red, white



**Grip Mitts – Mini, Small Boys, Large boys - £8**

**Small, Medium, Large - £9**

- The Optimum Tribal Stik Mitts are lightweight, fingerless gloves with silicon print palm
- The mitts feature Velcro fastening on the wrist for comfort and a printed tribal logo on the top



**Optimum Junior Velocity Full Finger Glove (range of colours available)**

**Mini, Small Boys, Large boys - £13, Small, Medium, Large - £13.50**

- These gloves also have thermal qualities with the inside being fleece lined, so even when it gets cold and blustery, your hands will feel warm and secure, ready for what your team mates literally throw at you. Material : Polyester 80%, Spandex 20%





# SENIORS 2019/20

Items available from the hut  
(card payment preferred)

Quilted Jacket	<b>*sale*</b>	£37 (reduced from £50)
Soft Shell Jacket	<b>*sale*</b>	£25 (reduced from £35)
OddBalls Bobble hat		£15
Adult FRFC ties		£10

## Available to order online

[www.ragingbullsportswear.com/fairford-rfc-seniors](http://www.ragingbullsportswear.com/fairford-rfc-seniors)

Green T Shirt	£13
Black Polo Shirt	£25
Champion Hoodie	£35
Champion Training Top	£38
Green Vest	£13
Microfibre shorts	£15
Black Skinny pants	£32
Black Microfibre pants	£32
¼ Zip Midlayer	£37
Soft Shell Training Top	£43
Padded jacket	£43
Padded soft shell jacket	£47
Bodywarmer	£28
Kit bag	£40



**OddBALLs**  
FOUNDATION

# CORE VALUES OF RUGBY

## Teamwork

- We play selflessly: working for the team, not for ourselves alone, both on and off the field.
- We take pride in our team, rely on one another and understand that each player has a part to play.

## Respect

- We hold in high esteem our sport, its values and traditions and earn the respect of others by the way we behave.
- We value our coaches and those who run our clubs and treat clubhouses with consideration.

## Enjoyment

- We encourage players to enjoy training and playing.
- We enjoy being part of a team and part of the rugby family because it enhances confidence and self-esteem.

## Discipline

- We ensure that our sport is one of controlled physical endeavour and that we are honest and fair.
- We obey the 'Laws of the Game' which ensure an inclusive and exciting global game.

## Sportsmanship

- We uphold the rugby tradition of camaraderie with team mates and opposition.
- We ensure that the wellbeing and development of individual players is central to all rugby activity.