

## **CHAPTER FIVE**

### **ARMY RUGBY UNION – PLAYERS CHARTER**

#### **Background**

1. The Army Rugby Union (ARU) has a commitment to players to ensure that they are afforded the appropriate level of support to enable them to play rugby in an environment that encourages them to perform to their maximum potential.
2. Allied to this, the players that are selected for representative teams are also obligated to show a level of commitment to the ARU, firstly by adhering to the level of standards and values set out within this document and secondly by conducting themselves in a manner that is appropriate to them being a Soldier representing their unit, Corps and Service at the highest level.
3. It is therefore the aim of this document to clearly define the areas of responsibility that lie between players and the ARU. Although it is aimed at individuals who represent the Army, it can also be utilised by units and Corps who may wish to use the relevant paragraphs in support of their own aims. Players will be invited to read and sign the document to ensure that they understand the obligations of both parties.
4. The document is divided into the two main sub-sections as detailed below:
  - a. The players responsibility and commitment to the Army Rugby Union
  - b. The Army Rugby Union's responsibility and commitment to the players.

#### **Players Responsibilities and Commitment to the ARU**

5. All Army representative players are reminded that when they are selected for representative teams, they 'buy in' to the ARU's 'Soldiers First' concept. That is to say that whilst the ARU strives to treat its players in a thoroughly professional manner and will do its utmost to ensure players are free to play representative rugby, they should never lose sight of the fact that as a soldier they have an obligation to support their unit, this includes being available for career courses, Regimental duty and Operations when required by their chain of command.
6. When representing the Army, players are expected to conduct themselves in an appropriate manner and adhere to the values and standards expected of Service personnel as detailed in various military publications such as Queens Regulations for the Army and the Manual of Military Law. In addition players must adhere to the following:

a. Turnout and bearing Players must:

- (1) At all times be clean shaven and ensure that hair is kept in a tidy and soldier like fashion when representing the Army, attending training sessions, team meetings or whilst on leave.
- (2) Soldiers must always stand to attention and show respect for The National Anthem or the National Anthems of other Countries.
- (3) When representing the Army 'off field' post match, or at other functions, players must wear clean and pressed clothing. Players are to adhere strictly to the orders of dress as detailed by the team management.

b. Reporting. Players must ensure that they report promptly at the correct location, they are also to ensure that they:

- (1) Report for Training/games on time and as directed by the team management.
- (2) Be fully ready for training and hydrated as required for intensive physical activity.
- (3) Make every effort to attend all training sessions unless otherwise engaged on military duty.
- (4) To always inform the management and coaching staff if they are unavailable for matches, meetings or training.
- (5) Attend the club house after matches for at least 1 drink; it should not be alcoholic unless permitted by the team management.
- (6) To develop camaraderie and friendships within the Army representative teams, players must make a consolidated effort to attend all organised functions. Players should also make an effort to bring along partners to functions where invited and appropriate.

c. Communication. Players are to ensure that effective lines of communication are open and used to inform the team management of any potential problems with regards to attendance for matches, meetings or training. Players are to supply current contact details to the team management including telephone numbers, unit and email addresses where they can be reached at all times unless on operations or duty.

d. Discipline. Players are reminded that they are to conduct themselves in a manner that is in accordance with both military and civil law at all times. They are also to take all steps to ensure that the Army and the ARU is not brought into any disrepute whatsoever by their actions. In addition they are to:

(1) Understand that breaches of team discipline will not be tolerated and will be dealt with by ARU disciplinary procedures if deemed appropriate.

(2) Be aware that in the first instance the responsibility for dealing with any 'off field' disciplinary matter will rest with the team manager who has the authority to deal with minor breaches of discipline in a summary fashion.

(3) Be aware that where the matter is considered to be beyond the scope of the ARU, the player in question will be reported to the appropriate military chain of command and or civil authority where necessary.

(4) Be aware that players will be dismissed from any ARU team where a case of 'Gross Misconduct' has occurred and been proven.

(5) Air any grievances via the team management or coaching staff as Appropriate, they must not let their complaints fester or allow it to spread into dissent.

(6) Accept that when they are dropped from a team for whatever reason, they will make themselves available to play where applicable for the next team down.

e. Fitness. Players have responsibility to ensure that they are fit to play at the appropriate level and in a condition to undertake intensive training. They are also to:

(1) Inform the medical staff immediately when are injured to allow rehab programs to be organised. (players are to attend training where injury permits).

(2) Be responsible for their physical fitness during the season.

(3) Be aware that fitness assessments will be made and that any failure to meet the minimum standard may result in them being dropped from the team they are playing in.

(4) Adhere to fitness, rehabilitation and nutritional programmes issued by the ARU medical/conditioning staff.

f. Equipment and Clothing. Whilst representing the Army, players will be issued with a quantity of playing and training equipment and formal/informal team-wear and clothing (kit). All items remain the property of the ARU when issued and the ARU reserve the right to withdraw items or charge players the cost price of any item lost or damaged through negligence or misuse.

g. Issued items will bear the Royal Cypher, use of which has been granted to the ARU by the Sovereign, HM The Queen. Players should be aware of the honour of being permitted to wear the Royal Cypher and must not alter or otherwise deface it or any item of clothing on which it is reproduced. Furthermore, players must not:

(1) Sell items of kit issued to them either directly or indirectly through a third party for personal or monetary gain.

(2) Place items of kit issued to them for sale on auction websites such as ebay.

(3) Misuse issued kit, team-wear or clothing, players must ensure that all issued kit, team-wear and clothing is maintained to the highest standards at all times.

g. Other requirements. Players are to:

(1) Make themselves available for volunteer tasks when required.

(2) Assist wherever possible with the development of junior players.

(3) Wherever possible make themselves available for any military or ARU public relations or recruiting events and recognise the importance of such events to the future of Army rugby.

(4) Permit the use of their image in support of ARU, Army recruiting, and public relations and in associated articles contained in newspapers, web-sites and military publications.

## **The ARU's Responsibilities and Commitments to the Players**

6. As previously detailed the ARU has a commitment to players to ensure that they are afforded the appropriate level of support. The detail below explains the level of commitment that is offered by the ARU.

a. Coaching. The ARU are committed to providing all players with access to current coaching and training methods to ensure every player is given the opportunity to improve and develop their skills. In support of this they will:

(1) Provide suitably qualified coaches for all teams at all relevant coaching disciplines.

(2) Continually assess players & provide constructive criticism, praise and detail areas for improvement. Coaches will implement and manage player profiles for all Army players and provide effect team/player analytical assessment using the most suitable current technology, methodology and training aids available.

(3) Provide explanations and reasoning why a player has been dropped or released from a team.

(4) Ensure each player is aware of their role within the team.

(5) Provide an avenue for players to voice any 'on field' queries, concerns and suggestions.

(6) Mentor and encourage players where necessary, players will not receive unwarranted criticism. Any constructive criticism will always be accompanied by a pertinent explanation.

b. Management. The ARU commit to ensure that all teams are well run and organised with a clearly defined management structure in place, this will provide players with:

(1) Clear and concise instructions regarding matches, training, team meetings, travel and events that players are required to attend.

(2) Advice on all 'off field' matters and related issues.

(3) A link between the ARU and players chain of command.

(4) An avenue for all players to voice any queries, concerns and suggestions for all 'off' the field matters.



(5) Adequate communication to all players, especially with regards to selection.

(6) If required, assistance and advice regarding contracts and dealing with civilian clubs.

c. Medical and Fitness. The ARU will provide players with the following:

(1) Access to adequate facilities including changing rooms, rest areas, gymnasium with pool, weights and cardio vascular equipment.

(2) Information and advice on personal fitness and training regimes, nutrition and conditioning.

(3) Access to suitable rehabilitation programs and remedial physiotherapy if full training cannot be carried out because of injury.

(4) The best possible medical cover and advice at all matches and training including physiotherapy and sports massage if required.

c. Equipment and Clothing. The ARU commit to provide players with high quality equipment and clothing that is fit for purpose and that which suitably reflects the honour of selection for an Army representative team. The ARU further commit to replace any damaged or faulty items that are reasonably returned for exchange.

7. Declaration to be signed by players

I the undersigned being a player selected to play for an Army Rugby Union team have read and understood the information contained herein. Furthermore I agree to uphold my responsibilities as an Army rugby player and I undertake to make all efforts to fulfil my commitments to the Army Rugby Union.

Army Number.....

Rank.....

Name.....

Signed:..... Date:.....