



ENGLAND TOUCH

Participant Agreement & Code of Conduct



V8.6: 19/08/15

The aim of this document is to outline the expectations for all members of 'Team England' in 2015 and beyond. It is to provide a unified direction and set of guidelines for all participants (players, coaches and management) to follow, with the intention of progressing the sport of Touch and the ETA. It is designed to reinforce the ideology of coming together as a team and as such it should be seen as a set of principles that all players will be working within throughout the season.

Gregg Cropper

England Touch, President

2015-16

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1. Definitions

The term 'participant' when used below covers:

- Players
- Coaches (including both head coaches and assistant coaches)
- Support staff – technical advisors/analysts, team managers, medical staff

The terms 'represent/representation/representing/representative' are used in relation to players and coaches.

The terms 'work/working' are used in relation to support staff.

2. Introduction

Representing and working for England in international Touch is a great honour for you, your family and your club. England teams are the pinnacle of achievement of the game and are highly visible to other participants, supporters, sponsors and the wider public. There is a great responsibility being a participant for England and it is important for you to work productively with your teammates, your coaches, support staff, other England teams and the England Touch Association (ETA). You need to recognise this responsibility and behave accordingly.

Given the increasing profile of the game, we recognise that a participant's behaviour off the field has become increasingly more important in recent years. As a result, we have established what we believe are the minimum standards we are looking for from every participant who is part of an England Team.

Further, while behaviour on the field of play is governed by the Laws of the Game, the following 'Standards of Behaviour' are in place to provide the same expectation of discipline for off the field conditions. These are more than suggestions, they are behaviours that we expect of you and that if contravened will be deemed a breach of the Code of Conduct, and subject to internal disciplinary action.

The list laid out below covers as many eventualities as possible, but if something is not covered then the overarching standard is applied:

At all times you should act and behave in a manner which maintains or enhances the public reputation of Touch and the ETA.

The ETA will consider any action or statement which fails to meet this standard as a contravention of the Code of Conduct.

The Standards of Behaviour come into effect from the moment you are announced in the team, until you return to your home following official dispersal of the squad.

3. Standards of Behaviour

In consideration of being a representative of, or working for England Touch, you must agree to abide by the following Standards of Behaviour while with the England team:

I will:

1. Encourage honest and open competition.
2. Respect individual differences of people. Display courteous characteristics and support innovation and creativity.
3. Share failures and celebrate success including sharing the responsibilities and workloads.
4. Participate as a member of a team to achieve the associations' goals and objectives.
5. At all times adhere to the Core Values of the game – Teamwork, Respect, Enjoyment, Discipline and Sportsmanship – both on and off the field
6. Act, dress and behave in a professional and civilised manner at all times, as one would expect of a participant representing his or her country.
7. Treat the kit supplied to me with respect and follow all instructions given to me in terms of what to wear when participating in competition, working and training.
8. Accept full liability for personal possessions, including money. It is advised that participants should not take expensive valuables on any activities associated with England touch.
9. Be attentive and keep mobile phones or other electronic devices switched off during any meeting or official engagement.
10. Be aware of the targets and goals we have set for ourselves and do all I can to contribute to the achievement of those.
11. Co-operate fully with management direction to ensure that we are as successful on the field as we can be.
12. Submit to sanctions from those responsible for team discipline and abide by their decisions
13. Adhere strictly to the Anti-Doping Policy. Any medicines needed by participant under the age of 18 should be detailed on the parental consent form.

I will not:

1. Talk to the media or other reporters of any kind without first involving the nominated ETA media relations contact/management. Any and all media activity will be planned and managed by the ETA.
2. Post messages or written comments on any social networking or public website which may be considered in any way detrimental to teammates, management, 'Team England' or the ETA.

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3. Behave in a way that risks the reputation of the team, participants or ETA even when relaxing after training/the game. As part of this, any post match celebration must be conducted as directed by the team management and should only involve public places with their express permission.
4. At any time, disclose information about the team, players, coaches, support staff, tactics or any other related topic to a third party outside of family and relations.
5. Smoke; this is strictly forbidden at all England Touch activities.
6. Possess fireworks or knives; this is strictly forbidden at all England Touch activities.

4. Off-Field Activities

- All participants will be held responsible for any damage caused to facilities while attending any England Touch activities due to his/her conduct and actions, whether intentional or not. Any claims made by a third party against individuals or England Touch must be met by participants at their own expense (or by their parents/guardians for participants under the age of 18) in the event that they are not properly covered by insurance.
- Participants should behave appropriately at all times in accommodation provided by England Touch. In particular, players will be encouraged to adhere to their team/squad 'lights out' policy, when respectful quiet should be maintained.
- All participants are encouraged to inform their head coach/team manager if they are required to leave the team/squad facility. Any participants under the age of 18 will be expected to have on them, details of the accommodation in case they are separated from the team/squad. Participants under the age of 18 are not allowed to leave the team/squad facility unaccompanied.
- Any physical contact of a sexual nature by any participants(s) under the age of 18 will be considered as a breach of England Touch conduct.
- All participants are encouraged to spend free time in groups. During free time a member of the coaching staff will be available at a designated rendezvous point.
- When the team/squad arranges to meet at a pre-agreed time, all players are expected to be there without delay. Unnecessary lateness causes anxiety over safety.
- When, at 'All England' training camps and national competitions, meals are provided, all participants are encouraged to eat together as a team/squad. Participants under the age of 18 are required to attend all pre-arranged meals.
- No alcohol is to be consumed at the sporting/training venue during training camps or competition.
- Participants are not to drink after training camps or competition to an extent where it will be detrimental to the standards adhered to in this Code of Conduct.

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- Participants under the age of 18 may not be in possession/consume alcohol other than under the conditions set out below:
 - One unit of alcohol (wine/beer/cider) may be consumed with an evening meal (in accordance with UK law) by participants aged 16 and over. Participants under the age of 18 may only purchase alcohol at this time and with their parent's full permission to do so.
 - Local laws must be adhered to where they are stricter than the UK regulations/laws.
 - The consumption of spirits including 'Alcopops' is strictly forbidden.
 - The consumption of alcohol is a privilege and therefore at the discretion of the Head Coach of the respective team. This privilege can be withdrawn at any point.

5. Code of Conduct – Outside of the High Performance Environment

- All England players, coaches and support staff are ambassadors for Touch in England and must abide by the Code of Conduct at all times when participating in Touch outside of the high performance environment, at all leagues and tournaments and be a **positive role model** for all participants in Touch.
- Participants will be expected to show respect to all referees, officials and other participants at all times. Behaviour (both on and off the field) will be taken into consideration. This includes but may not be limited to:
 - Sledging
 - Phantom calls
 - Swearing
 - Violence
 - General Misconduct
 - Period of time / send offs

6. Disciplinary Procedure

Any action by individual or group of individuals that is identified by the ETA and the ETA to be a breach of section 2, 3 or 4 above will:

- Firstly be investigated by an ETA director, e.g. Technical Director, High Performance Director, Governance Director, etc.;
- Secondly, upon assessment of severity, the investigating director will either:

- Refer the matter to Head Coach/Captain/Team Manager of respective team(s) of which individual or group of individuals is a part of so that matter is dealt with internally by leadership team, and to satisfaction of investigating ETA director; or
- Convene an 'Advisory and Disciplinary panel' panel of three ETA directors to review the matter formally and determine any disciplinary action as deemed warranted by individual(s) actions in contravention of the Code of Conduct. Depending on the severity of the offence sanctions could include immediate removal from the squad and possible further disciplinary action by the ETA. Any sanction must reference the welfare of the individual concerned.

7. Affiliation and Membership Policy

- All players and coaches are required to hold the requisite individual membership with England Touch to be eligible to represent England.
- Medical staff are required to hold the requisite individual membership with England Touch.
- England players, coaches, managers and all persons connected with England Touch are not permitted to play, coach, referee, organise, or in any other way support unaffiliated playing leagues or competitions.
- Players can only take part in England/Regional Trials if they play in affiliated leagues (or are members of an affiliated club) and ARE NOT COMPETING (player, referee, venue manager, etc.) in an unaffiliated league/competition. (Unless prior dispensation has been agreed by the Executive Committee.)
- Some smaller leagues / social events may fall outside of the affiliation requirements. Any player with a query in this respect should contact ETA Membership (membership@englandtouch.org.uk).

A list of affiliated leagues can be found on the following ETA [webpage](#) or can be provided on request.

8. England Kit – Including Sponsors/Partners Commitment

- Off-field kit is supplied by CCC.
- On-field kit is supplied by Belief.
- No previous kit or other brands are allowed to be worn at official training sessions or tournaments. Once you receive your kit, you will be expected to wear it whenever you are with the England Team or Squad.
- To enhance the corporate image and increase brand awareness of England Touch, and to comply with any sponsorship agreements, all squads must wear their 'training kit' in ALL official training

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sessions. This will also establish a greater team identity and a more professional look for England Touch.

- This, along with the combined multi-team training dates, is anticipated to help foster a greater 'Team England' feel and enhance the appeal of the sport to further sponsors.
- Players will be required to purchase a minimum amount of playing / training / off-field kit at set dates throughout the year.

9. Players – Eligibility

In order to be eligible for selection into the regional/national training squad (and subsequent national teams); a player must satisfy one of the following:

- English Born:
- Hold a UK passport:
- Ancestry visa, having been resident for at least the last two:
- A UK resident for the past three years:

For further and more detailed information, please refer to the 'Player Eligibility' document on the following ETA [webpage](#).

10. Players – Minimum Attendance at Training

- Players will be required to attend all trainings associated with their team/squad. Attendance of less than 80% will put your place in jeopardy.
- Players that cannot attend a training session are required to advise their coach and/or manager a minimum of 5 days in advance with the reasons for not being able to attend provided. (Managers and coaches will consider the location of their player-base when planning training.)

11. Player – Data Collection

- Data collected by the ETA on an individual player's performance/attributes via testing, covering but not limited to the following – height, weight, speed, agility, endurance, GPS tracking results – will be the property of the ETA.
- Use of this data will be limited to the ETA High Performance team, national coaches and ETA medical team.
- An individual player's performance/attributes data will not be shared with any third party nor other players without further written consent from the individual in question.

- Individual players have the right to access their own results via a request to the High Performance team or their relevant Head Coach.

12. Players – Fitness Requirements

- Each team will have a progressive fitness plan where players will be measured on set days.
- Players that fail to make the minimum requirement or fail to progress will be assessed on a more regular basis and can be dropped from the playing team if they continue to fail to meet standards or show no improvement.
- Regular fitness tests, including a range of speed, agility and endurance work will be conducted during England Touch training camps which every player is expected to complete.

13. Players – Commitment

- Players can drop out of a team at any time but will not be eligible for selection in any other team*. (* There may be circumstance where this is permitted, but prior agreement between coaches of both squads and the High Performance team must in place)
- There will be no refund of money unless there are exceptional circumstances. This will be reviewed by England Touch on a case by case basis.

14. Players – Coaching and Development Assistance Commitment

- Players may potentially be required at some stage to commit some time to assist in coaching and development of Touch and also in fundraising.
- These coaching and development days will be lead by England coaches and/or more experienced players and players will only need to take part in basic grids and drills.
- The coaching and development sessions will be located regionally to avoid excessive travel and some may coincide with NTS or CTS events.
- Players taking part may need to complete a Criminal Records Bureau (CRB) form in advance.

15. Players – Qualification Commitment

- All England Touch players will be encouraged to attend a Level 1 refereeing and/or coaching course prior to playing for the National team. The purpose of completing this course is to enable players to gain a better understanding of the rules/game and appreciation of the referees/officials/coaching roles.
- Players are recommended to assist their local competitions in refereeing but this is not compulsory.

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- Players may be called upon to assist in refereeing at some competitions but this is not compulsory.

16. Players – Financial Commitment

- Players may be required to pay a non-refundable* deposit at set dates. (*Players with legitimate injury/illness issues, substantiated by GP certificate will be refunded.)
- There will be additional financial commitments at set dates throughout the year. Any excess money will be refunded in full, post competition.
- After each campaign, upon request, players will receive a breakdown of where collected monies have been allocated.
- All players will need to have paid all monies in advance of playing for England or receiving their England kit.

17. Debts

- Any debt owed by a participant to England Touch resultant from elite campaign costs – incurred for kit, camp or touring components and/or services ordered and/or used – will be recorded against that participant's name. England Touch reserves the right to revoke eligibility for participants with any outstanding debt which will prohibit them from participating (as player, coach or manager) in NTS/CTS, Nationals or international representation until such a time as the debt is paid in full.

*****ENGLAND TOUCH ADVISES THAT YOU RETAIN THIS DOCUMENT FOR REFERENCE****