

Kowloon Rugby Football Club Est. 1976

Welfare & Conduct Policy

1. Principles of Fair Play

Kowloon Rugby Football Club (KRC) abides by the Spirit of Fair Play and insists every Member of the club conducts themselves within the Laws of the game and values of sportsmanship, fairness and camaraderie.

We take our duty of care to Members very seriously and endeavour to provide a positive and safe environment to play, notwithstanding rugby and netball are inherently physical contests.

The underlying principle that binds KRC Members is not to do anything which adversely affects or reflects on or discredits KRC, our Members, employees and/or our reputation, the game of rugby, the HKRU and any other club, team, sponsor or official including, but not limited to any illegal act or any act of dishonesty.

2. Disciplinary Procedure

The Directors or a Committee of the Club may determine the circumstances in which a Member may be invited to resign from membership and the process by which the termination is effected. That procedure is set out below.

All Members of KRC are bound to comply with this policy and the HKRU Code of Conduct for players, coaches, referees and administrators. This is extended to every KRC Member for internal purposes related to conduct on and off the pitch.

Where there are reasonable grounds to believe that a KRC player, coach, administrator, employee or Member's actions warrant review under this policy the Club Captain will in the first instance determine whether there is a case to answer. Where the Club Captain finds that there is a case to answer he/she may:

- Decide an appropriate sanction, to be advised to the Executive Committee, or
- Refer the matter to the Executive Committee, who together with the Club Captain will review and decide the matter.

The Club Captain and/or the Executive Committee may determine the appropriate sanction which may include but is not limited to:

- No further action required
- Verbal warning
- Written warning
- Financial penalty
- A temporary or permanent stand-down from play
- An invitation to take all reasonable steps to make-matters-right, and/or
- A binding and mandatory request to the Member to resign their membership of KRC.

The Club Captain and/or the Executive Committee must ensure any review and issue of any sanction under this policy is carried out and advised to the Member within One week of receiving the relevant

information. Where the Member concerned are unable to be immediately identified, the review and issue of any sanction must be within One week of determining their identify.

Where the HKRU are carrying out a parallel disciplinary review of the same incident, the Club Captain and/or Executive Committee may defer issuing any sanction until the outcome of the HKRU disciplinary review is known. This does not prevent the Club Captain and/or Executive Committee from carrying out the review under this policy.

The decisions of the Club Captain and/or Executive Committee on discipline are final and may not be appealed.

Any decision to issue a binding and mandatory request to a playing Member to resign from KRC must be advised to the HKRU at the earliest opportunity with a request to de-register that player from KRC, together with the reason for the de-registration.

3. Concussion Management

KRC subscribes to the HKRU stance and policy on Concussion Management and we take responsibilities in this regard seriously with all coaches and staff briefed on protocol in managing players under their care with suspected concussion.

All coaches when agreeing to coach at any level within KRC must certify that they have received and completed relevant training on Concussion Management.

Concussion can have a significant impact on the short and long-term health of player if not managed correctly. Therefore, concussion MUST be taken extremely seriously.

Any player with a suspected concussion MUST be removed immediately from training/play and not return until assessed. All games MUST cease until this is undertaken in a safe manner.

Players with a suspected concussion MUST be medically assessed. They MUST not be left alone and MUST not drive a vehicle.

There is no such thing as a minor concussion or 'knock to the head'. The following links will guide you through concussion, what it is, how it affects the player and how it should be treated and managed. All players, coaches, captains and managers within KRC MUST familiarise themselves with this information.

<https://www.hkrugby.com/pages/hong-kong-rugby-union-concussion-policy>

The HKRU policy states players suffering from concussion may not return to play until:

1. All their symptoms have cleared
2. They have followed the Graduated Return to Play (GRTP) protocol
3. They have been medically cleared to return.

AGE GROUP	MINIMUM REST PERIOD POST CONCUSSION	GRTP	MINIMUM TIME OUT
ADULT	14 days	6 days	21 days (total 2 games missed)

U6's – U19's*	14 days	8 days	23 days (total 3 games missed)
---------------	---------	--------	-----------------------------------

Graduated Return to Play-G RTP

LEVEL	REHABILITATION	TIME
1	Complete mental and physical rest until symptoms have cleared.	2 weeks
2	Once symptom free, light exercise such as walking or stationary cycling.	2 days
3	Rugby-specific exercise, such as running or ball handling activities. NO head impact activities!	2 days for U19* 1 day for 19+
4	Non-contact training drills until medical clearance given and only if symptom-free. Medical clearance is required for graduating to level 5.	2 days for U19* 1 day for 19+
5	Once medical clearance has been given, full contact training.	2 days
6	Return to play	

*Under age (Under 6's – Under 19's) players playing adult rugby must follow age group guidelines

4. Injury Protocols

To ensure that players receive appropriate care when injured or ill, please understand and adhere to the treatment guidelines for either National / Representative Players OR Club Players. Players who have not followed the correct protocol may be required to cover all medical and physiotherapy costs themselves regardless of any prior arrangements.

National / Representative players should review and understand the guidelines which can be found at <https://www.hkrugby.com//assets/downloads/HKRU-Injury-Protocols.pdf>

KRC (non-representative) players should review and understand the guidelines which can be found at <https://www.hkrugby.com//assets/downloads/Club-Injury-Protocols.pdf>

5. KRC Injury Protocol

KRC endorse a graduated approach dependent on the nature and extent of injury or illness.

In the case of urgency, the club's injury protocol advises players to seek treatment via a government hospital. Any treatment not via a government hospital will depend on your individual level of medical cover.

KRC does not provide any form of medical insurance cover. However, the HKRU provides insurance cover for some cases of serious injury requiring urgent medical treatment and/or extensive rehabilitation.

In cases of non-urgent injury players should seek appropriate care as per their insurance allocation e.g. government/private hospital or General Practitioner.

<https://www.hkrugby.com//assets/downloads/Club-Injury-Protocols.pdf>

In cases of critical injury or concussion players MUST complete the HKRU Injury Report form at <http://www.hkrugby.com/forms/injuryreport>

6. Medical Cover at Matches and Events

Rugby event management, from a medical perspective, is designed to provide on-site medical care and administration to all participants in rugby matches.

The HKRU has provided guidelines for the minimum emergency medical requirements. This includes safety advice and medical care at the events. The minimum requirements are those necessary to ensure that the likelihood of a catastrophic event is minimised, and in the event that such an injury occurs the player is managed appropriately.

These minimum requirements will differ based on the level of competition, socio-economic conditions and demographics. These minimum requirements are divided into four main categories depending on the type of match being played: "Bronze", "Silver" and "Gold" and "Platinum".

In this context:

- KRC Club rugby matches are categorised Bronze
- Events including RugbyFest are categorised Silver
- Asia Rugby matches are categorised Gold, and
- World Rugby 7s games are categorised Platinum.

The HKRU guidelines can be found at <https://www.hkrugby.com//images/HKRU-Safety-In-The-Playing-Environment-Eng.pdf>