



# CANBERRA ROYALS R.U.F.C.

## 2023 Player Welcome Pack

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R.U.F.C



*Amey Daniel*

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*anytime*



# President's Welcome

## To our Royals players,

I hope you, your family and friends are safe, well and had a great Rugby off-season. I hope you have had a good pre-season and are keen to actually start playing Rugby.

As the 2023 Royals Rugby Season officially kicks off, it is timely to give you a heads up with what has been going on and what will be taking place going forward.

## The year to date

Adam and the coaching team has had the club working hard in the pre-season with some good results in pre-season trials.

Enthusiasm at training has been great and we have already had a couple of excellent social events that were well attended.

We are always on the lookout for more players (men and women), so if you have any friends who might be interested in playing, see if you can get them down to training. We have a number of high-quality recruits from the local area and interstate. who have settled in well and will make major contributions to the success of Royals this year.

## The year ahead

The 2023 Premier season is similar in structure to the 2022 season with every home game for the club featuring all seven of our teams. This is a great opportunity to continue to build on our club spirit and culture.

Don't forget every home game is also an important opportunity for the club to raise money. So when you are asked to help; in the canteen, the merchandise tent or to pack at the end of the day, please make an effort to support.

All the money that is raised at home games comes back to our club and ultimately to you.

There are also a number of big social activities this year so stay informed via social media and get involved.

## The Latest

**\$7.5M Phillip Enclosed Upgrade.** Besides the start of the 2023 season the big news is that the upgrade of Phillip Enclosed including the new club rooms, change rooms and game standard lighting for the playing fields will commence this season. Planning is well underway to finalise the construction start date.

I look forward to catching up with you during the 2023 season and please don't hesitate to reach out to me about anything.

Yours in Rugby,

***Jim Taylor***



# Club Captain's Message

Canberra Royals is a club that is built around its players, coaches, supporters, and volunteers. As a rugby club we pride ourselves on this. The club culture at royals is like no other, the connections and friendships made at this club are lifelong.



The foundation of this culture is built on professionalism on and off the field, taking pride in the jersey for those who have worn it before you and being the first to lend a hand when the club needs volunteers.

The phrase "you only get out what you put in" has never been truer than at Royals, it is an enjoyment you will very rarely feel when you win a premiership for this club knowing you have put everything you can onto the field, onto the training paddock and into the club.

In 2023 we have a lot of exciting social events to look forward to including;

- 20th May - Royals Women in Rugby Day
- June 10th - Royals Blue and White Ball
- 1st July - First Nations Day
- 8th July - Royals Player trip to Sydney



I look forward to seeing all the new and old royals players, coaches, supporters and volunteers at these events to celebrate what it means to be part of this club.

**Lincoln Smith**



# Canberra Royals Rugby Club Strategic Plan 2023-2028

## Mission

Royals is a family club based on the principles of inclusiveness, hard work, club and community contribution.

We help people perform and live better by focusing on personal health, nutrition and sports knowledge.

Through this, Royals will proudly maintain the club's long history of success on and off the rugby field.

## Values and Signature Behaviours

**Integrity:** Know and do what is right.

**Respect:** Treat others the way you want to be treated.

**Responsibility:** Embrace opportunities to contribute.

**Sportsmanship:** Bring your best to all competition.

**Service:** Serve the club, each other and the common good – value people, be humble, help, support, listen, trust, care.

## Strategic Priorities

**Club Culture** — Inclusion/Juniors/Engagement

**Financial and Club Sustainability**

**Health and Wellbeing**

**Strategic Facilities Management**

**75th Anniversary**





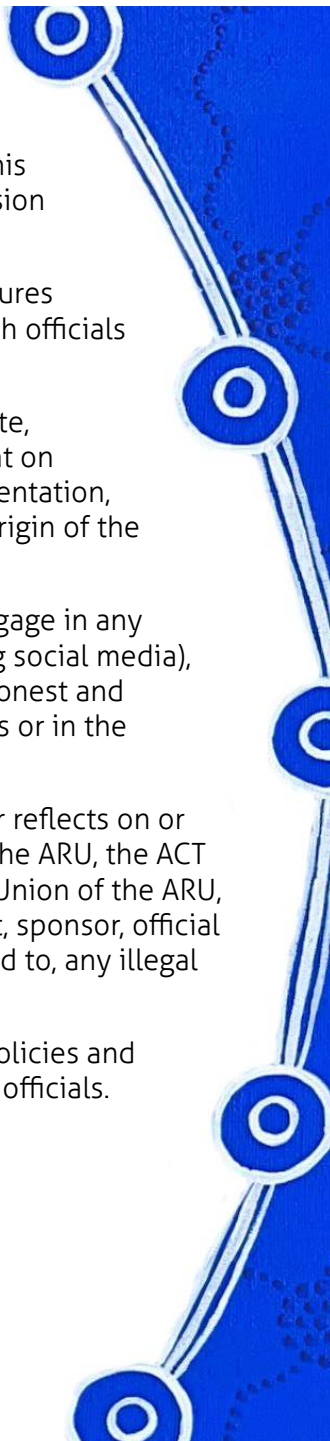
# Canberra Royals Rugby Club Code of Conduct

As members of the Royals Rugby Club (players, officials) and the broader Royals community (spectators, volunteers) we expect a high standard of conduct and behaviour from each other.

Our actions and our demeanour, both on and off the field, reflect directly on our Club. Therefore, it is our responsibility, in the interests of both Royals and our own personal credibility, to meet and promote the following requirements and obligations as relevant, in regard to our conduct during any activity held or sanctioned by the Club:

1. to promote the reputation of the game and take all reasonable steps to prevent the game from being brought into disrepute;
2. to maintain high personal behaviour standards at all times, including at the premises of all club sponsors or venues we hold functions at;
3. to not engage in any Doping Practice as defined in the ARU's Doping By-Laws;
4. to comply with the ARU's Safety Directives for Referees, Coaches and Players;
5. to not repeatedly breach the Laws of the Game, including but not limited to, the Laws of the Game relating to Foul Play or Misconduct;
6. to accept and observe the authority of a referee, touch judge or other match official;
7. to not abuse, threaten or intimidate a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official;

8. to not show unnecessary obvious dissension, displeasure or disapproval, whether on or off the field, towards a referee, touch judge or other match official, his or her decision or generally following a decision of a match official;
9. to not use crude or abusive language or gestures towards referees, touch judges or other match officials or spectators;
10. to not do anything which is likely to intimidate, offend, insult or humiliate another participant on the ground of the gender, religion, sexual orientation, disability, race, colour or national or ethnic origin of the person;
11. to not conduct yourself in any manner, or engage in any activity, whether on or off the field (including social media), that would impair public confidence in the honest and orderly conduct of matches and competitions or in the integrity and good character of participants;
12. to not do anything which adversely affects or reflects on or discredits the game, Canberra Royals RUFC, the ARU, the ACT & SNSWRU, any Member Union or Affiliated Union of the ARU, or any squad, team, competition, tournament, sponsor, official supplier or licensee, including, but not limited to, any illegal act or any act of dishonesty or fraud; and
13. comply with Canberra Royals Rugby Union policies and procedures and reasonable direction of club officials.





# Supporting Match Officials Policy Statement

At Canberra Royals Rugby Union Club, we believe in upholding the highest standards of sportsmanship and fair play. As such, we are committed to respecting umpires and match officials during all rugby games.

We recognise referees and match officials play an important role in ensuring that rugby games are played safely and fairly. We understand their decisions may not always align with our interests, but we will always treat them with respect and dignity.

We firmly support the ACT and Brumbies Rugby policy on respecting referees and match officials. We expect all members of our club, including players, coaches, parents and spectators, to abide by this policy at all times.

As a club, we will take all necessary measures to ensure that our members understand and comply with this policy. We will also work closely with our referees and match officials to maintain an open and collaborative relationship.

By respecting referees and match officials, we demonstrate our commitment to the values of rugby and set an example for other clubs to follow.

We are proud to be part of a sport that values fair play, respect, and teamwork, and we are committed to upholding these values in everything we do.



# Who's Who ...



**Jim Taylor**  
President

**Mike Houston**

Vice-President  
Business Operations



**Jay Cash**

Vice-President  
Rugby Operations



**Christine Wheeler  
(Murray)**

Secretary /  
Director Inclusion



**Wayne Jones**

General Manager



**Ed Powell**

Vice-President  
Financial Operations





**Alec Corcoran**

Director Junior Rugby



**Mark Young**

Director /  
Player Representative



**Aleisha Payoe**

Director



**Renee Didier**

Director



**Karl Truijens**

Director



**Zac Elliott**

Director



## **Colette Neumann**

Royals Volleyball  
Representative

## **Adam Butt**

Director Coaching /  
First Grade Coach



## **Scott Izod**

Womens Coach



## **Rod Hayes**

Colts Coach



## **Key contacts:**

President — [president@royalsrugby.com.au](mailto:president@royalsrugby.com.au)

General Manager — [w.jones@royalsrugby.com.au](mailto:w.jones@royalsrugby.com.au)

Club Secretary — [secretary@royalsrugby.com.au](mailto:secretary@royalsrugby.com.au)

Facebook — [facebook.com/Royals.Rugby.Canberra/](https://facebook.com/Royals.Rugby.Canberra/)

Instagram — [instagram.com/canberraroyalsrugby](https://instagram.com/canberraroyalsrugby)

Webpage — [royalsrugby.com.au](http://royalsrugby.com.au)





# Health and Wellbeing Framework

Canberra Royals Rugby Union Club (Royals) are committed to the health, wellbeing and safety of all players and volunteers of the Club. The club encourages all players and volunteers to actively engage in activities that support and promote their physical and mental health and wellbeing both on and off the field.

The club will provide information and opportunities for players and volunteers to improve their physical and mental wellbeing on and off the field, however ultimately individuals have the responsibility to educate themselves and participate in programs that will assist in this.

To assist in this Royals have developed a Health and Wellbeing Framework and supportive documents. The Royals Health and Wellbeing Framework is made up of five key domains: Mental Health; Medical and Allied Health; Preventative Health; Insurances; and Safety & Risk Management. Within these domains there are a number of programs that support the overarching principle of the Royals Health and Wellbeing Framework. These programs will change from time to time and updates will be provided through all club communications channels.

The principles of this framework are:

- All players and volunteers are important to Royals;
- Royals seeks to create an environment where health and wellbeing is supported;
- Safety is everyone responsibility;
- The physical and mental health of all players and volunteers are important at Royals; and
  - Royals welcome diversity by providing opportunities for all people to participate within their capacity and contribute to the club without fear of stigma or discrimination, creating a culture of respect and inclusiveness.



## Mental Health Domain

Royals aren't only talking about the mental health of players and volunteers, Royals are implementing a plan that will make available practical support both within the club and also with professional, wrap-around support.

Royal's vision for a Mentally Healthy Club is to:-

- promote a positive environment where everyone in the club is valued and works together to achieve the vision of the club
- promote a culture of openness about mental health, a commitment to asking if people are ok and where support is provided as needed, when it is needed.

## Preventative, Medical and Allied Health Domains

Royals work with professional coaches, trainers and medical professionals to ensure that players are kept as safe and supported as possible whilst playing and training for Rugby. Royals are also implementing a plan that will make available practical support both within the club and also with professional support.

Royal's vision for a Physically Healthy Club is to:-

- provide a strong fitness and training regime where all players, in all teams, have access to the highest level of programs and training;
- promote a culture where all players are encouraged to develop their fitness, strength and skill in a safe and supportive way;
- provide opportunities to access medical, preventative and allied health services.

## Insurance Domain

Royals under the auspices of Rugby Australia have the National Risk Management and Insurance Programme which Rugby Australia purchases on behalf of our Member Unions, their Affiliate Unions, Clubs and Referee Associations.



All Clubs affiliated with Rugby Australia and/or the various Member Unions are automatically covered under the National Risk Management and Insurance Programme annually.

All participants (Players, Coaches, Officials) must be registered with Rugby Australia to obtain coverage under the National Risk Management and Insurance Programme.

For additional details on the insurance programs please see <https://australia.rugby/participate/rugby-administration/insurance>. If you need to submit a claim please contact your team manager in the first instance.

Royals encourage all players to have some level of private health insurance and in certain cases private wage insurance. Royals will circulate information shortly on a option for wage protection insurance.

## **Safety and Risk Management Domain**

Royals undertake risk management processes to proactively identify risks which may result in accidents or injury. Royals undertake regular safety checks such as the match day safety check using tools designed by Rugby Australia. For example, the match day inspection checklist is a risk management tool that can be completed prior to each match day. It is designed to assist to identify risks present on the day and to take steps to prevent injuries to players and others at the venue.



# Canberra Royals Rugby Club Song

Oh we're from Canberra Royals  
A fighting fury  
We're from Canberra Royals  
In any weather you will see us with a grin  
Risking head and limb  
If we're behind then never mind  
We'll fight and fight and win

Oh we're from Canberra Royals  
We'll never weaken till the final whistle blows  
Like the Royals of old  
We're strong and we're bold  
Oh we're from Canberra  
The Blue and White  
Oh we're from Canberra Royals

CANBERRA ROYALS  
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[www.royalsrugby.com.au](http://www.royalsrugby.com.au)