



Guidance for young players and their parents/guardians when dealing with RFU Registered Agents

1. Young players and their parents/guardians should be aware that all agents operating in Rugby Union in the Home Unions must be registered on the Home Unions' Agents Registration Scheme. All players, players' parents/guardians and clubs must use a Registered Agent and there is a list of all Registered Agents available on:
<http://www.englandrugby.com/governance/player-agents/rfu-registered-agents-list/>
2. Agents, clubs and players must at all times abide by RFU Regulation 8 (Agents), as well as all other RFU Regulations and World Rugby Regulations. All agents must also fulfil the criteria set out in RFU Regulation 8.5.13. The RFU Regulations can be found at:
<http://www.englandrugby.com/governance/regulations/>
3. There is also a Code of Conduct applicable to Agents when dealing with and making approaches to children. This is attached to this document.
4. Players and their parents/guardians should be aware that anyone under the age of 18 years of age is considered to be a child, even if the player is on the elite pathway.
5. The RFU Safeguarding Policy, Guidance and Procedures ("the Policy") applies to anyone involved in Rugby Union who has any contact with children. It therefore applies to agents dealing with children under the age of 18. It is the intention that everyone a child meets within rugby union will consider themselves to be a role model to that child. The Policy can be found here:
http://www.englandrugby.com/mm/Document/Governance/Safeguarding/01/30/34/50/rfuSafeguardingPolicy2014_Neutral.pdf
6. Agents should communicate to both parents/guardians and players. It is inadvisable to allow agents to communicate directly to a child without copying in his or her parent/guardian. Communication via social media is also highly inadvisable.
7. Any approach to a player must involve the player's parent/guardian. If a player's parents/guardians do enter into a contractual relationship with an agent the contract must comply with the requirements of the RFU Regulations.
8. Players and their parents/guardians should be aware that there are a number of agents operating in the rugby market. As with any such relationship it is important to find the person who is most appropriate for the player. There will be a variety of different agents, some working for large agencies, some who work for themselves. All are required to comply with the RFU Agents Regulations and it is essential to check that they are on the list of registered Agents.
9. Should you have any questions or complaints in relation to agents or the Agents Registration Scheme, please contact Alys Lewis (AlysLewis@rfu.com).



Agents Code of Conduct when dealing with children (U18s and below)

1. Registered Agents should be aware that anyone under the age of 18 years of age is a child, even if the player is on the elite pathway. Agents should not contact child players without going via the parents/guardians.
2. Agents must be aware of RFU Regulation 8.8.4 which states:
Registered Agents must not make any offer of contract, provide any letter of intent or offer any inducement to any Player under the age of 18 or to any parent, guardian, trustee or other person of such Player, except in the case of Players aged 16 or more where a contract is offered under which the only material consideration provided to the Player is in the form of a non-refundable financial grant to be applied only for the purposes of the Player's academic and/or vocational training for a period of 12 months or longer.
3. Therefore, any contract offered must not benefit the agent by way of remuneration, payment, commission or fee. Contracting with a child also has many legal implications and may be voidable if not done correctly.
4. Agents should be aware that when dealing with children they are subject to the RFU Safeguarding Policy, Guidance and Procedures ("the Policy") which can be found here: http://www.englandrugby.com/mm/Document/Governance/Safeguarding/01/30/34/50/rfuSafeguardingPolicy2014_Neutral.pdf
5. The Policy sets out the responsibilities and requirements of all those involved in rugby to safeguard and protect children in Rugby Union. It therefore applies to agents dealing with children under the age of 18. It is designed to ensure that all rugby environments are safe, secure and enjoyable for children to flourish and thrive whilst learning and playing the game.
6. Adults involved in rugby, including agents, should not be alone with a child who is not their own. Agents should always ensure that a player's parent or guardian is with the player and should not arrange to meet a player without informing the parent/guardian.
7. Communications to a player should always be sent to the player's parent or guardian as well to ensure that all parties are fully aware of all arrangements which have been made. Agents should not approach a child via social media such as Facebook or Twitter. Instant messaging or texting a child is also inadvisable and strongly discouraged. It is advisable to copy in parents or guardians to all emails.
8. Agents should never enter changing rooms or shower areas where children may be. Agents should ensure that they comply with any visitor requirements when attending matches at schools, academies or clubs.
9. Should you have any questions or complaints in relation to agents, clubs, players or the Agents Registration Scheme, please contact Alys Lewis.