

CYMRU'N UN ONE WALES

THE WELSH RUGBY VOLUNTEER CHARTER 2026 - 2028

Volunteering is at the heart of Welsh rugby.

This charter sets out a shared understanding between volunteers, clubs, and the wider rugby community.

Built on respect, care, and belonging

As a rugby volunteer, you can expect:

- To be welcomed and treated with respect
- Clear and honest expectations about your role
- Support, guidance, and someone to turn to
- A safe, inclusive, and positive environment
- Recognition and appreciation for your contribution
- Respect for your time, boundaries, and wellbeing

You should never feel pressured, overlooked, or expected to give more than you can.

Your rugby clubs commit to:

- Valuing volunteers as people, not just helpers
- Providing clear roles, support, and check-ins
- Creating environments where volunteers feel they belong
- Supporting volunteers to speak up and be heard
- Looking after volunteers' wellbeing, not just delivery

Strong clubs are built on shared responsibility and mutual respect.

As a rugby volunteer, you commit to:

- Treat others with respect and fairness
- Act in a way that reflects the values of rugby
- Work within agreed roles and boundaries
- Ask for support when something feels unclear
- Help create a safe and welcoming environment

You are not expected to know everything, only to act with care and integrity.

As Welsh rugby, we believe:

- Volunteering should be positive and sustainable
- Belonging is the starting point
- Support matters more than pressure
- People matter more than process

Rugby in Wales exists because people choose to give their time.

Our shared commitment

This charter is a reminder that volunteering works best when it is:

- Agreed, not assumed
- Supported, not stretched
- Valued, not taken for granted

This together, we commit to making Welsh rugby a place where volunteers feel proud to belong.



WELSH RUGBY VOLUNTEER CHARTER – RUGBY CLUB SIGN OFF

2026–2028

This Charter sets out the minimum principles that clubs agree to uphold in order to create safe, supportive and sustainable volunteering environments within Welsh rugby. This Charter forms part of the WRU Volunteer Framework and may be used as evidence within the WRU Club Development Investment Model.

Club Commitment

By signing this Charter, the club formally commits to:

1. Recognising volunteers as essential to the sustainability of their rugby club.
2. Providing clear role descriptions and agreed expectations.
3. Ensuring every volunteer knows who supports them within the club.
4. Upholding appropriate safeguarding standards relevant to each role.
5. Creating an environment that is respectful, inclusive and safe.
6. Supporting volunteers to raise concerns without fear of criticism.
7. Respecting volunteers' time, boundaries and agreed level of commitment.
8. Regularly reviewing volunteer support and making improvements where required.

The club acknowledges its duty of care to volunteers and accepts responsibility for embedding these principles within its governance and day to day practice.

Implementation

The club agrees that:

- This Charter has been reviewed and approved by the committee.
- The principles within this Charter will be communicated to volunteers.
- The Charter will be retained and made available upon request.
- The club will review its volunteer practices at least once per season.

Formal Declaration

Two signatures from Committee officials are required on this Charter. By signing, the club agrees to uphold the principles outlined in this Volunteer Charter for the period 2026–2028.

Club Name: Aberdare RFC

Signature: *D Williams*

Position: Club Chairperson

Signature: *T Griffiths*

Position: Club Secretary

Date: 2nd March 2026

