



# WHINMOOR WARRIORS ARLFC

## INFORMATION BOOKLET 2026



1996-2026  
WHINMOOR WARRIORS  
30 Years



*Play with Pride*



*1996-2026*  
**WHINMOOR WARRIORS**  
*30 Years*



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### **APPENDIX A – 2026 Season Coaching & Management Staff**

## 1. INTRODUCTION

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The following booklet has been produced as a helpful guide to the forthcoming season and includes information and details regarding subs and payment thereof, advises which age groups are operating and the associated volunteers, and informs of the current committee members.

It also outlines to the Club's code of conduct which sets out the requirements of everybody involved in the Club to secure a safe and enjoyable environment.

It is Club specific but acts as an extension of guidance provided by the Rugby Football League. For further information please visit the below link:

<https://www.rugby-league.com/governance>

## 2. COMMITTEE

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The Committee for Whinmoor Warriors ARLFC is as follows:

### OFFICERS

▪ Khalid Hussain -	Chairman	07904 655863
▪ David Porter -	Secretary	07712 840179
▪ Heather Mortimer -	Treasurer	07950 506425
▪ David Porter -	Welfare Officer	07712 840179

### MEMBERS

▪ Laura Hussain -	Volunteers and Registrations	07903 179890
▪ Craig Shepherd -	Coaching Co-ordinator	
▪ Andrew Mortimer -	Digital and Social Media	07534 497545
▪ David Mann -	Committee Member	07508 402429
▪ Lucy Enever -	Committee Member	07711 953620
▪ Kaleigh Burns -	Committee Member	07944 694385
▪ Gavin Pailing -	Committee Member	07956 097960

You can contact committee members on the numbers above.

Alternatively, you can reach out via any of the following:



email the club at [whinmoorwarriors@outlook.com](mailto:whinmoorwarriors@outlook.com)



using the chat function on the [Club Website](#)



via the [Contact Us](#) page on the club website



via the club [Facebook](#) page

### 3. SUBS

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Subs and payment details are as follows:

Full sub price -	<b>£120.00</b>
Early bird price -	<b>£102.00</b> (15% discount, if paid in full by no later than 1 March)
Monthly subs -	<b>£15.00</b> Paid across 8 months to be paid within the first week of every month to the club account (starting 1 March - 1 October).

Subs to be paid at the start of each month rather than the end.

All sub payments are to be made cashless.

Payments to be made by standing order (preferred method), bank transfer or card payment only.

Payments made by standing order or bank transfer should be referenced as follows:

Age group - Initial Surname e.g. **U6 - A Smith**

If you have more than one player, a single payment can still be accepted. Please reference your oldest child.

The treasurer will be chasing Team Managers for subs at the end of the first week of each month.

#### Discounts

- 10% discount for team manager & coaches.
- 5% discount for up to 2 game days and up to 2 first aiders (Need to be doing the role regularly to benefit from the discount).
- First siblings benefit from a 50% discount. A 25% discount for every sibling thereafter.

Standing orders and bank transfers are to be submitted the Club account.

Club account details:

<b>Name:</b>	<b>Whinmoor Juniors RLFC</b>
<b>Sort code:</b>	<b>05-01-50</b>
<b>Account number:</b>	<b>55344933</b>

Anyone who pays by card will be issued with a receipt; this needs to be kept by you as proof of payment. The club will also keep a copy.

**Please note that the fee payable to YJYARL or RFL as part of the process to register your child to play is separate to and in addition to the sub amounts listed above.**

Any questions or if any assistance is required, please contact the Treasurer, Heather (07950 506425).

## **4. CODE OF CONDUCT**

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A key component of maintaining a quality Club culture is to set out the standards of acceptable behaviour, which must be upheld by all involved, and those participating in Club run activities and competitions.

A crucial tool for defining and communicating acceptable standards of behaviour is a documented Code of Conduct. Whinmoor Warriors ARLFC have adopted a code of conduct to help regulate and manage behaviour. This a behavioural framework and is linked to the Club's core values.

A code of conduct can help to foster an environment which is safe, free from discrimination, fear and where possible, risk.

It is the responsibility of everybody involved in the Club to ensure that this is realised. The Code of Conduct applies to all involved in the Club and its activities; these groups include:

- I. Players
- II. Parents/Carers/Spectators
- III. Coaches
- IV. Club Officials/Volunteers

## I. CODE OF CONDUCT FOR PLAYERS

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The principles of good conduct are summarised below. All players must adhere to the following:

- Be a good sport. Recognise and respect all good performances, whether from your team or the opposition.
- Respect all participants. Shake hands with and thank the opposition players and officials after the game, no matter the result.
- Always respect the match officials and accept all decisions.
- Participate for your own enjoyment and aim to improve and develop your own abilities. Enjoy the performances, not just results.
- Abide by the Laws of the Game. Make every effort to honour the spirit of Fair Play.
- Never engage in disrespectful conduct. Treat others with respect and never discriminate.
- Bullying of any kind is unacceptable at Whinmoor Warriors ARLFC. We are a TELLING club.
- Safeguard yours and others health; never condone or use any illegal or unhealthy substances.
- Respect all facilities and equipment made available during training and matchdays, provided by both Whinmoor Warriors ARLFC and the opposition.
- Recognise that many officials, coaches and match officials are volunteers who give up their time to provide their services. Treat them with the utmost respect – Remember, without them you do not have a game.
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- Most of all; Enjoy the match and the sport!

Whinmoor Warriors ARLFC WILL NOT tolerate any form of abuse towards other players, spectators, officials or volunteers, or any other anti-social behaviour from any player.

I understand if I do not follow the Club's Code of Conduct then:

- I may be penalised by the Match Official.
- I may be disciplined by my Club including being expelled.
- I may receive further sanctions from the RFL including being permanently suspended from the sport.

The Code of Conduct for players is accompanied by ***The Warrior Way*** which outlines the expectations of all players at both training and matches.

***The Warrior Way*** can be found at the rear of this booklet.



## II. CODE OF CONDUCT FOR PARENTS/CARERS/SPECTATORS

The principles of good conduct are summarised below. All parents, carers and spectators must adhere to the following:

- Be a good role model. Recognise and respect all participants. Use positive language and encourage all people involved to show respect for each other, providing a safe and fair environment for everybody. Challenge behaviours that do not do this.
- Set a good example; participate in positive support. Applaud all good performances and fair play, whether from your team or the opposition. Encourage your child to do likewise.
- Encourage players to respect and play by the rules, to respect opposition players and officials and to embrace fair play.
- Respect and accept the match officials' decisions – DO NOT complain or argue about decisions during or after a game.
- Encourage players to accept the judgement of the match officials.
- Help your child to recognise good performances, not just results.
- Do not force your child to participate in sport.
- Remember that children participate in Rugby League for their own enjoyment, not yours!
- Never ridicule or scorn a player for making a mistake – Respect and applaud their efforts.
- Understand that sport is part of a total life experience, and the benefits of involvement go far beyond the final score of a game, support your child's involvement and help them to enjoy their sport.
- Do not engage in any threatening, discriminatory, aggressive, violent language or behaviour, that may be seen to intimidate opponents, their fans or Match Officials.
- Condemn and challenge any and all such behaviour, whether they are by committed players, coaches, officials, parents or spectators.
- Report any such instances to the nearest steward or Game Day Manager.
- Never arrive at a game under the influence of alcohol or bring alcohol to a game.
- Follow the directions of the Game Day Manager and/or other matchday staff, at all times.
- Most of all; Enjoy the match and the sport!

Whinmoor Warriors ARLFC WILL NOT tolerate any form of abuse towards other spectators, players, officials or volunteers, or any other anti-social behaviour from any parent or spectator.

I understand if I do not follow the Club's Code of Conduct then:

- I will be dealt with by the Game Day Manager and may be asked to leave.
- Any such behaviour will be recorded on the Game Day Form submitted to the RFL.
- I may be further disciplined by my Club including being expelled.
- I may receive further sanctions from the RFL including being permanently suspended from the sport.

### III. CODE OF CONDUCT FOR COACHES

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The principles of good conduct are summarised below. All coaches must adhere to the following:

- Understand and follow all guidelines and policies laid down by Whinmoor Warriors ARLFC and the RFL and adhere to the Code of Conduct.
- Be a good role model. Display consistently high standards of behaviour and appearance.
- Hold the appropriate coaching qualifications relevant to the age group and have undertaken all appropriate checks by the RFL (e.g. DBS).
- Make a commitment to CPD, maintain an accurate knowledge of the rules of the game and current coaching methods. Maintain and/or improve your current coaching accreditation level to keep your licence active.
- Develop and maintain appropriate, professional relationships with all players at all times.
- Create and maintain a safe environment at all times and always consider the health, safety and welfare of other volunteers, parents and spectators and players by ensuring that all equipment and facilities meet the required safety standards.
- As a coach, conduct yourself in a manner, that demonstrates leadership, respect for the game of Rugby League and respect for all those that are involved in the game - the players, referees, officials, parents and spectators.
- Provide all players with the opportunity to develop.
- Make sure all activities are appropriate to the age, ability and experience of those taking part and consider the well-being and safety of participants before the development of performance.
- Treat players equally regardless of talent and seek to maximise the participation and enjoyment for all.
- Encourage participants to enjoy their performances and not just results and teach players that honest effort and competing to the best of their ability is as important as victory.
- Ensure that your coaching reflects the level of the competition being played; do not be a “win-at-all-costs” coach and teach young players to realise that there is a big gap between their level of play and the professional game; do not coach them as if they are professionals.
- Show caution towards all sick and injured players. Follow the advice of medical practitioners/physiotherapists to the letter when determining when an injured player is ready to recommence training or playing.
- Never ridicule or scorn a player for making a mistake – Respect and applaud their efforts
- Do not engage in any threatening, discriminatory, aggressive, violent language or behaviour, that may be seen to intimidate opponents, their fans or Match Officials.
- Actively challenge any and all such behaviour, whether they are by committed players, coaches, officials, parents or spectators.
- Reinforce the competition rules with your players and staff.
- Encourage players to respect and play by the rules, to respect opposition players and officials and to embrace fair play.

- Respect and accept the match officials' decisions – DO NOT complain or argue about decisions during or after a game.
- Encourage players to accept the judgement of the match officials.
- Actively discourage foul play and/or unsporting behaviour by players, encourage fair play and never condone violations of the laws of the game.

Whinmoor Warriors ARLFC WILL NOT tolerate any form of abuse towards other players, spectators, officials or volunteers, or any other anti-social behaviour from any player.

I understand if I do not follow the Club's Code of Conduct then:

- I may be penalised by the Match Official.
- I may be disciplined by my Club including being expelled.
- The League Disciplinary Committee may sanction a large suspension.
- I may be asked to undertake further educational courses at my own expense.
- I may receive further sanctions from the RFL including being permanently suspended from the sport.
- I may have my coaching licence withdrawn.

#### IV. CODE OF CONDUCT FOR CLUB OFFICIALS AND VOLUNTEERS

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The principles of good conduct are summarised below. All Club Officials and Volunteers must adhere to the following:

- Understand and follow all guidelines and policies laid down by Whinmoor Warriors ARLFC and the RFL and adhere to the Code of Conduct.
- Be a good role model. Display consistently high standards of behaviour and appearance.
- Hold the associated qualifications and have undertaken all appropriate checks by the RFL (e.g. DBS). Ensure that all tasks and operations are delivered by appropriately qualified staff.
- Develop an appropriate working relationship with everybody involved in the Club, based on mutual trust and respect.
- Create and maintain a safe environment at all times and always consider the health, safety and welfare of other volunteers, parents and spectators and players by ensuring that all equipment and facilities meet the required safety standards.
- Promote the principal of friendship first, competition second.
- Encourage participants to enjoy their performances and not just results.
- Encourage all participants to remember that sport is enjoyed for its own sake.
- Never ridicule or scorn a player for making a mistake – Respect and applaud their efforts.
- Do not engage in any threatening, discriminatory, aggressive, violent language or behaviour, that may be seen to intimidate opponents, their fans or Match Officials.
- Actively challenge and report any and all such behaviour, whether they are by committed players, coaches, officials, parents or spectators.
- Encourage players to respect and play by the rules, to respect opposition players and officials and to embrace fair play.
- Respect and accept the match officials' decisions – DO NOT complain or argue about decisions during or after a game.
- Encourage players to accept the judgement of the match officials.
- Actively discourage foul play and/or unsporting behaviour by players, encourage fair play and never condone violations of the laws of the game.

Whinmoor Warriors ARLFC WILL NOT tolerate any form of abuse towards other players, spectators, officials or volunteers, or any other anti-social behaviour from any player.

I understand if I do not follow the Club's Code of Conduct then:

- I may be disciplined by my Club including being expelled.
- The League Disciplinary Committee may sanction a large suspension.
- I may be asked to undertake further educational courses at my own expense.
- I may receive further sanctions from the RFL including being permanently suspended from the sport.

## 5. POLICIES

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The committee have introduced policies and practices to welcome every individual into its Club, in order to extend the reach and increase the appeal of rugby league. These all serve to introduce and promote diversity, improve culture, and actively deal with all forms of discrimination.

All Coaches, Club Officials and Volunteers within Whinmoor Warriors ARLFC must be aware of, familiarise themselves with, and adhere to the associated Whinmoor Warriors' Code of Conduct and the following policies:

- Anti-Bullying
- Anti-Doping
- Changing Room Policy
- Equal Opportunities
- Kit Policy
- Managing Challenging Behaviour
- Privacy Policy (GDPR)
- Recording Images of Children
- Respect Policy
- RFL Guidance on Transporting Children
- Safeguarding
- Social Media Policy
- Supervision Policy
- Tackle It!
- Whistle Blowing Policy

They must also be aware of, and adopt, the RFL Coach Code of Conduct and Safeguarding & Protecting Children & Vulnerable Groups Policy.

<https://www.rugby-league.com/governance/safeguarding>

To reiterate, unsporting language, harassment, aggressive or violent behaviour will not be tolerated.

Support all efforts to remove verbal, physical and racist abuse from Rugby League.

Respect the match officials – DO NOT complain or argue about decisions during or after a game, never engage in public criticism of officials.

Where a breach of this Code of Conduct involves children who are the officials at the match it may also be treated as a breach of the Safeguarding Policy and be dealt with by the RFL.

Every person who attends a Rugby League match does so with the permission and license of the home club and/or league. Breaches of this Code of Conduct may result in penalties up to and including a fine, loss of team match points and suspension.

The Rugby Football League publication entitled 'RESPECT', outlining the standards expected of ALL participants of Rugby League is available via the below link:

<https://www.rugby-league.com/governance/inclusion-diversity/respect>

The RFL "Enjoy the Game" campaign continues to stress the importance of behaving with Respect at all levels of the game, but introduces a fresh emphasis on promoting positive environments through all stages of Rugby League. Please see below link:

<https://www.rugby-league.com/governance/campaigns/enjoy-the-game>

The Whinmoor Warriors ARLFC Safeguarding Policy can be found in Section 6 of this booklet.

Copies of Whinmoor Warriors ARLFC's Policies are available from the Club Secretary and on the Club's website:

<https://www.whinmoorwarriors.com/documents/club-policies>



## 6. SAFEGUARDING POLICY

1. **Whinmoor Warriors** Rugby League Club acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care. We are committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any Rugby League activity. We subscribe to the RFL Safeguarding Policy statement contained in that document.

2. The key principles of the RFL Safeguarding Policy are that:
  - The child's welfare is, and must always be the paramount consideration
  - All children and young people have a right to be protected from abuse, regardless of their age, gender, disability, race, sexual orientation, faith or belief
  - All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
  - Working in partnership with other organisations, children and young people and their parents/carers is essential

We acknowledge that every child or young person who plays or participates in Rugby League should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. **Whinmoor Warriors** Rugby League Club recognises that this is the responsibility of every adult involved in our club.

3. **Whinmoor Warriors** Rugby League Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual, or emotional harm and from neglect or bullying. It is noted and accepted that the RFL Safeguarding Children Policy applies to everyone in Rugby League, whether in a voluntary or paid capacity. This means whether you are a volunteer, match official, helper on club tours, coach, club official, medical or first aid staff or a spectator.

4. We endorse and adopt the RFL Safer Recruitment Guidelines for recruiting volunteers and we will:
  - Specify what the role is and what tasks it involves
  - Request identification documents
  - As a minimum, meet and chat with the applicant and where possible interview them before appointing them
  - Ask for and follow up with two references before appointing someone
  - Where eligible require a RFL enhanced DBS

All current **Whinmoor Warriors** Rugby League Club members working in eligible roles, with children and young people must hold a current RFL enhanced DBS as part of responsible recruitment practice. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of the club, guidance will be sought from the RFL Safeguarding Team. It is accepted that the RFL aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practices with children and young people. This is to minimise the risk of direct sexual or physical harm to children and the risk of grooming within Rugby League.

5. **Whinmoor Warriors** Rugby League Club supports the RFL Whistle Blowing Policy. Any adult or young person with concerns about an adult in a position of trust within Rugby League can 'whistle blow' by contacting the RFL by emailing [safeguarding@rfl.uk.com](mailto:safeguarding@rfl.uk.com) or ringing 07595 520610, alternatively, by going directly to the Police, Children's Social Care or the NSPCC. We encourage everyone to know about the RFL Whistle Blowing Policy and to utilise it if necessary.

6. **Whinmoor Warriors** Rugby league Club has appointed a Club Welfare Officer (CWO) in line with requirements of the RFL Safeguarding Children Policy. This CWO will take part in all training required for this post and will take up any ongoing CPD as determined by the RFL. The CWO is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The CWO will be trained on the procedures for referring concerns and will liaise directly with the RFL Safeguarding Manager. They will also be proactive in increasing awareness of Respect, poor practice, touchline behaviour and abuse amongst club members.
7. We acknowledge and endorse the RFL's identification of bullying as a category of abuse. Bullying of any kind (this includes cyber bullying) is not acceptable at our club and we will take a stance of zero tolerance. If bullying does occur, all players and or parents/carers should be able to report and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO and in cases of serious bullying the RFL Safeguarding Manager will be contacted.
8. All club members have signed codes of conduct. The club will take action against repeated or serious misconduct at club level and acknowledge the possibility of potential sanctions which may be implemented by the club or the RFL Safeguarding Case Management Group.
9. Reporting concerns about the welfare of a child or young person is everyone's responsibility. If you are worried about a child, it is important that you report your concerns – no action is not an option.
  - i. If you are worried about a child, then you need to report to the Club Welfare Officer.
  - ii. If the issue is of poor practice the CWO will either:
    - Deal with the matter themselves
    - Seek advice from the RFL Safeguarding Manager
  - iii. If the concern is more serious – possible child abuse, where possible contact the CWO first, then immediately contact the Police or Children's Social Care
  - iv. If the child needs immediate medical treatment, take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your CWO know what action you have taken, they in turn will inform the RFL Safeguarding Manager
  - v. If at any time, you are not able to contact your CWO, or the matter is clearly serious you can either Contact the RFL Safeguarding Manager (details below)
    - Contact the Police or Children's Social Care
    - Call the NSPCC Helpline for advice (0808 800 5000)

NB The RFL Safeguarding Policy and Procedures are available on the RFL Website. Please go to Child Welfare and click on Safeguarding Children. The Safeguarding policy can be found under Parents and Carers, CWOs and Coaches and Volunteers section.
10. Further advice and guidance on safeguarding children matters can be obtained from:
  - **WWARLFC Club Welfare Officer**  
David Porter  
07712 840179
  - **RFL Safeguarding Contacts**  
[safeguarding@rfl.uk.com](mailto:safeguarding@rfl.uk.com)  
07595 52061

## 7. FIRST AID

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Over and above each team's First Aid Kit and volunteer First Aiders, the Club have a number of additional First Aiders as listed below:

- Khalid Hussain
- Laura Hussain
- Heather Mortimer
- Kaleigh Burns
- Andrew Mortimer

The Club's First Aid Kit is located within the club house in the main office.

There is also an AED located within the club house in the main office.

The Club also benefits from a qualified Mental Health First Aider:

- Andrew Mortimer

**NOTE:** As a volunteer First Aider you must have:

- A current HSE Three Day First Aid at Work (or equivalent)
- A current RFL Enhanced DBS check
- Undertaken the RFL Concussion Course

Please note, it is the responsibility of each team's First Aider to ensure that their first aid kit is properly stocked and maintained.

Please advise the club should any items need replenishing and these will be ordered accordingly.



# THE WARRIOR WAY

## THE 5 EXPECTATIONS FOR TRAINING & MATCHES

If you are coming to rugby, then you are coming for rugby.  
Turn up in right frame of mind. Wanting to be there.  
Wanting to learn. Showing commitment and dedication.

### A ATTITUDE

No messing about. No name calling. No talking over others.  
No back chat. Sharing encouragement and positiveness.  
Respect the coach. Respect the club. Respect each other.

### B BEHAVIOUR

Listening to the coaches. Listening to your teammates.  
Paying attention and following instructions.

### C CONCENTRATION

Improving skills. Gaining confidence.  
Working on teamwork. Forging relationships.  
Aiming to improve both individually and as part of a team.

### D DEVELOPMENT

Playing with a smile on your face and most important - HAVING FUN!!

### E ENJOYMENT



Support | EACH OTHER



Respect | EVERYONE



Love | RUGBY



WITH

Pride









# 2026 SEASON COACHING & MANAGEMENT STAFF

<b>Tots (Mixed)</b> Nursery/Reception	<b>Coach(es) –</b>	<b>Khalid Hussain</b> <b>Gavin Pailing</b>	[07904 655 863] [07956 097 960]
<b>Under 6s (Mixed)</b> School Year 1	<b>Coach(es) –</b> <b>TM(s) –</b>	<b>Khalid Hussain</b> <b>Gavin Pailing</b> <b>TBC</b>	[07904 655 863] [07956 097 960] [TBC]
<b>Under 8s (Mixed)</b> School Year 3	<b>Coach(es) –</b> <b>TM(s) –</b>	<b>Mitchell Lumby</b> <b>Richard Bellwood</b> <b>Vicky Lumby</b>	[07548 850 807] [07881 348 583] [07889 843 674]
<b>Under 10s (Mixed)</b> School Year 5	<b>Coach(es) –</b> <b>TM(s) –</b>	<b>Luke Keeligan</b> <b>Ryan Alton</b> <b>Nicole Reith</b>	[07985 285 120] [07956 935 527] [07791 209 527]
<b>Under 11s (Mixed)</b> School Year 6	<b>Coach(es) –</b> <b>TM(s) –</b>	<b>Joe Slinger</b> <b>Martin Mclean</b> <b>Chloe Slinger</b> <b>Hayley Holt</b>	[07860 644 298] [07804 217 015] [07763 551 421] [07917 851 686]
<b>Under 12s (Boys)</b> School Year 7	<b>Coach(es) –</b> <b>TM(s) –</b>	<b>Richard Green</b> <b>TBC</b>	[07572 356 899] [TBC]
<b>Under 12s (Girls)</b> School Year 7	<b>Coach(es) –</b> <b>TM(s) –</b>	<b>John Dixon</b> <b>Gavin Pailing</b> <b>Andrew Mortimer</b>	[07944 148 807] [07956 097 960] [07534 497 545]
<b>Under 15s (Boys)</b> School Year 10	<b>Coach(es) –</b> <b>TM(s) –</b>	<b>David Mann</b> <b>Laura Hussain</b>	[07508 402 429] [07903 179 890]

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