



Members Handbook 2023 - 2024





Ripon Rugby Club



RIPON RUGBY UNION FOOTBALL CLUB LIMITED

Founded 1886

Registered as an Industrial and Provident Society Register No: 29137R

Affiliated to the Yorkshire and England Rugby Football Unions

HEADQUARTERS AND CHANGING ROOMS:

Ripon Rugby Clubhouse, Mallorie Park, Ripon, HG4 2QD.

Tel: 01765 604675 Website: www.riponrugby.org

This handbook is available online or in printed format to each member of the Ripon Rugby Club upon receipt of an annual subscription. On becoming a member, you will be issued with a membership card that will also provide discounts within the club when presented.

AGM 19th June 2024

BEER FESTIVAL 29th June 2024

WELCOME TO RIPON RUGBY UNION FOOTBALL CLUB

Following an excellent 2022/2023 season, I would like to congratulate and thank everyone involved in the way that the club has progressed. May I compliment the dedicated Executive Committee on their successful guidance and also the roles played by all the key personnel, for their help and commitment.

The 1st XV managed to reach the final of the Papa John's Community Cup competition, playing Wath Upon Dearne at the Northern Echo stadium in Darlington. In an exciting and fast flowing game, Ripon sadly lost by 2 points. It was a well-supported game that could have gone either way, Ripon gave as good as they got. The Hornblower's XV had a fantastic season and we had a strong and determined side week in week out as our player numbers grew. The Bluebellies and Age Grade teams all played well and had a good season too, so we're hoping for more success this season.

In May we had a very successful Sportsman's Dinner raising funds for the club, the legendary Prop Jeff Probyn was the guest speaker and it was certainly a good night to remember. Then the climax of the season in June was undoubtedly the Beer & Music Festival which gets better every year, all credit to Ian Hassall and the Beer Festival Committee and the volunteers, raising £25,000 for the club. Success breeds success!

Some congratulations are in order - I would like to congratulate and welcome our new club chairman Andy Bruce, a club member for over 40 years and known by most. Andy takes over the role from Adam Briggs, who has been an excellent chairman and served the club well - Thank you Adam. I would like to congratulate the experienced Iain Barker on becoming the 1st XV Captain, for the second time after returning from injury. Congratulations to Emma Grayshon on achieving the Club Volunteer of the year award at the AGM for her hard work within the age grade section. Also, our Executive Committee member Andy Proud has been elected as the new President of Yorkshire RUFC. This is an extremely high honour and also reflects well of Ripon RUFC. Well done Andy!

A big thank you to all our sponsors, without you we would struggle. A hoarding along the pitch side advertising your business is a very cost effective, or even the sponsorship of a game is good for the bar takings. We also have the 200 club, £10 per number per season, with the chance of winning £50 per month. The club facilities are available to hire for family functions/events, contact Mr. Mike Allen our club house manager who is always willing to oblige.

Thank you also to our grounds man Craig who does an excellent job, keeping the pitches in pristine condition and our loyal Friday gang who turn up weekly helping with the maintenance and cleaning.

Our new condensed club shop has opened with plenty of stock and the new expanded and refurbished kitchen is ready for use.

I look forward to welcoming everyone to the club and look forward again to a great season.



K A Anderson
President RRUFC



Ripon Rugby Club



ROLE	Name	Phone	Email
EXECUTIVE COMMITTEE			
President	Keith A. Anderson	07889 210382	president@riponrugby.org
Immediate Past President	Andy Proud	07850 968530	andy.proud@riponrugby.org
Secretary	Andy Rickard	07736 547907	secretary@riponrugby.org
Treasurer	Nik Hill	07801 454547	treasurer@riponrugby.org
Club Chairman	Andy Bruce	07957 919636	chairman@riponrugby.org
Director of Rugby	Peter Fletcher	07841 010312	dor@riponrugby.org
Joint Age Grade Chair	Jess Lane	07947 213661	agegradechairman@riponrugby.org
Joint Age Grade Chair	Richard Grayshon	07980 540990	agegradechairman@riponrugby.org
Membership Secretary	Andy Binks	07715 524207	membership@riponrugby.org
Director of Communications	Becky Naylor	07815 777802	comms@riponrugby.org
Sponsorship Secretary	Andy Bruce	07957 919636	sponsorship@riponrugby.org
Safeguarding Officer	Clare Grayshon	07740 305219	safeguarding@riponrugby.org
Women & Girls Rugby	Katie Denver-Smith	07791 117119	womensrugby@riponrugby.org
Health & Safety Officer	Matt Clark	07916 918472	house@riponrugby.org
KEY PERSONNEL			
Fixture Secretary Adult	Paul Blood	07803 590788	paul.blood@riponrugby.org
Fixture Secretary Age Grade	Sam Webster	07977 267551	sam.webster@riponrugby.org
Age Grade Membership Secretary	Emma Grayshon	07813 122515	membership@riponrugby.org
Merchandising	Andy Rickard/Andy Binks	07736 547907	shop@riponrugby.org
First Aid Co-Ordinator	Helen Hilton	07912 313801	firstaid@riponrugby.org
Safeguarding Officer	Clare Grayshon	07740 305219	clare.grayshon@riponrugby.org
Head Coach	Adam Scott-Paul	07720 683005	adam.scott-paul@riponrugby.org
Coach - Backs and S&C	Mikey Bray	07926 094445	mikey.bray@riponrugby.org
Coach / Player Availability	Paul Blood	07803 590788	paul.blood@riponrugby.org
Coaching Co-ordinator	Micheal Ford	07983 145837	michael.ford@riponrugby.org
Colts Team Manager	Jonny Lees	07773 811414	jonny.lees@riponrugby.org
1st XV Captain	Iain Barker	07856 828072	iain.barker@riponrugby.org
1st XV Match Manager	Bob Champion	07715 825068	bob.champion@riponrugby.org
Head of Womens & Girls Rugby	Katie Denver-Smith	07791 117119	katie.denver-smith@riponrugby.org
Womens Head Coach	Gary Simpkin	07572 006525	gary.simpkin@riponrugby.org
Womens Captain	Liz Clark	07887 617294	liz.clark@riponrugby.org
Club Steward	Mike Allen	01765 604675	mike.allen@riponrugby.org

HOSPITALITY, CATERING, BAR, MEETINGS



CATERING

The kitchen will be open prior to kick off and for up to an hour after matches (if there's a function food may not be available). At all other times if you have any additional requirements please contact Mike Allen on 01765 604675

BAR OPENING TIMES

Tuesday and Thursday evenings 18.00 to close and Friday's from 18.30. Saturday and Sunday the bar will be open.

SOCIAL FUNCTIONS

Both members and non-members can book the clubhouse by contacting Mike Allen at the Clubhouse during opening hours on 01765 604675
or via bookings@riponrugby.org

CLUBHOUSE BOOKINGS

If you are planning a party or other function

please consider Ripon Rugby Club as your venue of choice. We have room arrangements to suit all occasions (christenings, weddings, wakes, parties, business meetings) with a wide choice of catering options to suit every taste and budget and of course you can self cater if you wish. We also have Wifi and three plasma screen TV's. Room hire charges apply with reduced rates for members. During the season rugby takes precedence for entertaining visitors and our own members, although it may be possible to run events simultaneously.

RUGBY RELATED MEETINGS

Ripon Rugby Club is available for rugby meetings of any sort which MUST be reserved through Mike Allen on 01765 604675 or via bookings@riponrugby.org. A schedule of bookings and reservations will be kept in the Rugby Club Diary and available on request.

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Ripon RUFC
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Ripon Rugby Club



1. MEMBERSHIP

All players - Adult & Age Grade must pay an annual subscription to entitle you to train and play. Payment of your subscription automatically makes you a member of Ripon Rugby Club. Subscriptions are as follows (including exceptions) :-

Category A Single Player/Club Membership – Junior/Senior – £100 <ul style="list-style-type: none"> Includes player plus spouse for senior and player plus spouse for juniors. Forces, Student (University) & OAPs 50% reduction 				Category C Social Membership – £50 <ul style="list-style-type: none"> Includes one person plus spouse 	
Category B Multi Player – Junior/Senior – Family Membership <ul style="list-style-type: none"> Entitles all family members (Parents & Children) Forces Family 50% reduction 				Category D Patron Membership – £120 <ul style="list-style-type: none"> Entitles one person plus spouse Invitation to special events 	
Eldest Family player £100	Second Eldest Family player £50	Additional Family Players £0	Total Payment £150		
<ul style="list-style-type: none"> A Junior player is defined as being 17 or below on the 31st of August 2023. All members have full voting rights and can apply for International Tickets except social members. 					

Membership of Ripon Rugby Club includes the following benefits for players and non players:-

- Players RFU insurance.
- A hot meal after each match for players.
- Use of playing shirts with full laundry service for adult players.
- Access to Ripon Rugby club physiotherapist for adult players.
- Unlimited use of the club bar during the rugby season (**THE LICENSING LAWS MEAN THAT IF YOU ARE NOT A CLUB MEMBER YOU CAN ONLY DRINK AT THE RIPON RUGBY CLUB BAR 3 TIMES A YEAR**).
- Access to International tickets.
- Club voting rights.
- Use of club facilities for functions and meetings.

IF YOU HAVE ANY MEMBERSHIP QUERIES PLEASE CONTACT THE MEMBERSHIP SECRETARY (ADULT), ANDY BINKS OR YOUR TEAM MANAGER.

Children can join Ripon Rugby Club on their 6th birthday if after 31/8/2023 (Year 2) and play in the Under 7's. Boys and Girls play in mixed teams until Under 11's. Any girl who is 11 on the 31st August can play in the U12s Girls team. Membership of the Age Grade section of Ripon Rugby Club continues for boys and girls until Under 17's.

Any player who is 16 at midnight on the 31/8/2023 can play in the Under 18's. They can also on their 17th birthday play for the adult section of Ripon Rugby Club provided that that they have the written consent of their parents/guardians and head coach in accordance with the RFU regulations.

2. PLAYERS' INSURANCE

In order to play at Ripon Rugby Club players must be registered and have paid their subscriptions. Payment of your subscription activates the basic RFU compulsory players' insurance cover.

[FAILURE TO PAY YOUR SUBSCRIPTIONS MEANS YOU CANNOT PLAY.](#)

All players, parents and carers are advised to familiarise themselves with the extent of the basic RFU compulsory players' insurance cover by visiting www.englandrugbyinsurance.co.uk. Cover is however limited and is only intended to cover major injuries. It does not cover broken bones, hospitalisation, dental treatment, physiotherapy etc. It does not provide income protection for players, parents or carers. You are strongly advised to consider taking out personal accident insurance.

3. GUIDELINES FOR DEALING WITH INJURIES

- Act swiftly but stay calm.
- Assess whether there is danger of further injuries.
- Listen to what the injured person is saying about their injury.
- Alert the first aider who should administer treatment for minor injuries.
- If the injury requires specialist treatment call the emergency services on 999 or 112.
- Ensure that the rest of the group are adequately supervised.
- Do not move someone with major injuries. Wait for the emergency services.
- Observe the situation and ask bystanders what happened.
- Contact the injured person's next of kin/parent/carer.
- **Accident forms should be completed by the team manager or first aider in accordance with RFU protocol, and filed with the First Aid Coordinator, Helen Hilton within 24 hours.**
- **First Aid Portal: <https://portal.riponrugby.org>**
- Injury which requires hospitalisation must be reported to the RFU by the First Aid Coordinator.

[DO NOT BLOCK THE ACCESS FOR AMBULANCES BY PARKING IN THE BLOCKED OUT AREAS OF THE CAR PARK.](#)

Each Adult team and each Age Grade group has a trained first aider whom is present at every game and training session.

Each Adult team and each Age Grade group is supplied with a first aid kit for minor emergencies. First Aiders' courses are available to volunteers and coaches. We aim to have at least one trained first-aider with each age group. If you'd like to go on a course or are already a qualified First Aider, please contact First Aid Coordinator Helen Hilton, 07912 313801, helen.hilton@riponrugby.org

[PREVENTION IS BETTER THAN CURE. YOU SHOULD NOT PLAY WHILST CARRYING AN INJURY.](#)



4. INSTRUCTIONS FOR PLAYERS, MEMBERS & PARENTS

FIXTURES

Fixtures for all Adults and Age Grades can be found in the fixture list in this handbook. Please note when and where your team's fixtures are and check them each week. Remember the fixture list can change. Keep checking the website and if in doubt contact your coach or team manager.

TRAINING & PLAYING

Will be at Ripon Rugby Club for home matches and training sessions unless notified otherwise.

ATTENDANCE

Players should make their availability known for matches as soon as possible and preferably a week before the next match. Let your coach or team manager know if you can't attend. Late backward is unacceptable. It lets you down, your team mates down and causes immense stress and extra work for the team managers, coaches and team captains who have to find a replacement player. Rugby is a team game. You must work as a team both off and on the field.

Players should report an injury which may prevent them playing as soon as possible to their team manager, coach and team captain. Don't play if you are injured. If in doubt check!

KIT

Age grade players, all your kit should be named. If your kit is unnamed then it cannot be returned to you if you lose it.

Please look after your kit. We get bagfuls of unnamed lost property every season. Kit is expensive to replace. Age Graders please remember that your parents get cross when it goes missing!

For Matches: You need clean boots with legal studs (aluminium with kite marks), team shirt, shorts and socks. If unsure check with team manager / coach.

For training: You can wear anything suitable for training. Make sure that it is warm and comfortable.

Do not wear to matches or training any jewellery and do not bring valuables.

GUM SHIELDS

It is advisable for everyone to wear a gum shield for your protection. Gum shields are available in the club shop.

AGE GRADE CANNOT PLAY RUGBY WITHOUT A GUMSHIELD

LOST PROPERTY

Lost property will be held in Changing Room 6.

WE NEED VOLUNTEERS

If you can help get in touch

CLUB MERCHANDISE

We have a great range of Ripon Rugby Club branded items for sale in the Ripon Rugby club house shop which is open on Saturday match days and on Sundays. Merchandise is also available through our online shop, shop.riponrugby.org. All kit and team clothing is to be supplied through the club shop from Halbro.

SPORTSMANSHIP AND ATTITUDE

Players must remember that they are representing Ripon Rugby Club at matches both home and away. You should show courtesy and good manners to the other team, its coaches and the referee at all times.

BAD BEHAVIOUR WILL NOT BE TOLERATED

Club members must not use electronic messaging systems (e.g. text) and social networking sites (e.g. Facebook) to bring members of Ripon Rugby club, Ripon Rugby club itself, its facilities or its activities into disrepute. Members will be disciplined for breach of this rule.

Ripon Rugby Club supports teamwork, respect, enjoyment, discipline and sportsmanship.

- Skill development, fun and enjoyment are the most important parts of the game. Work hard for yourself and your team and both with benefit.
- Loyalty and commitment to team mates is essential to team work.
- Good sportsmen and women win with dignity and lose with grace.
- Recognise good play by all players both on your team and your opponent's team.
- Be attentive at all training and coaching sessions.
- Treat all players as you would like to be treated.
- Control your emotions. Do not bully another player. Physical and verbal abuse of other players, coaches, match officials is unacceptable.

SMOKING, ALCOHOL AND DRUGS

Ripon Rugby Club has a zero tolerance policy on drugs and performance enhancing stimulants. Age Grade members are not allowed to smoke or consume alcohol of any kind on Ripon Rugby Club premises or whilst representing Ripon Rugby Club at competitions or away matches.

DOGS

Dogs are not allowed on the pitches at any time and all dog owners must clear up after their dog. On match days for safety and hygiene reasons dogs are only allowed on Ripon Rugby Club grounds if they are on a lead. Dogs are permitted in the club house, but must be kept on a lead and under strict control at all times.

PARKING

Please do not park in the area marked for emergency vehicles, under no circumstances park in the hatched yellow boxes. Unrestricted access must be available at all times to the emergency services. Please park responsibly. If the car park is full please park on Mallorie Park Drive. Please remember that Ripon Rugby club is situated in a residential area and you must not park cars in a way that will inconvenience our neighbours ie. do not block residents access, obstruct driveways etc.



RESPECT THE CLUBHOUSE, CHANGING ROOMS AND GROUNDS

Cleaning and maintenance cost time and money so please help to keep Ripon Rugby Club to the standard that you expect. Remember this is your club so take pride in its appearance.

Please make sure that:-

- All muddy clothing & boots are removed before entering Ripon Rugby Clubhouse.
- All sports bags & equipment are stored in the changing rooms and do not block exits.
- The changing rooms are left clean & tidy after use.
- Food is only consumed in designated areas. Plates and glasses are cleared away.
- Litter is not left on the rugby field or surrounding area.
- Remember that it is volunteers who have to clean up any mess!

5. REFEREES

The referee is the most valuable person on the pitch.

Referees make every game possible. **WITHOUT A REFEREE THERE IS NO GAME**

Referees often suffer abuse from spectators and the players. They can make mistakes but they don't make them deliberately or maliciously.

The referee's authority on and off the pitch is absolute and without question. Spectators and players must give referees utmost respect.

Respect goes two ways. If we respect the referee, the referee will have more respect for us, our players and our club.

Referees turn out every weekend and go to grounds where they may not know anyone.

All members of Ripon Rugby Club must do what they can to make the referees and match day officials welcome.

Remember that referees do their best to make everyone's day an enjoyable experience.

There is a shortage of qualified referees. If you are interested in training to become a referee please contact Paul Blood, Referee Coordinator on 07803 590788 paul.blood@riponrugby.org You can become a referee through the Entry Level Referees Accreditation Scheme or through formal refereeing courses.

THE REFEREE'S AUTHORITY ON AND OFF THE PITCH IS ABSOLUTE.

6. CODE OF CONDUCT FOR SPECTATORS

Ripon Rugby Club requires all spectators to adhere to the RFU Spectators charter namely:

- Acknowledge effort, good individual and team performances from all players irrespective of the team in which they play.
- Encourage all players irrespective of their ability. Never ridicule any individual player.
- Respect match officials' decisions even if they appear to make a mistake.
- Never verbally abuse players, coaches, match officials or fellow spectators. Such behaviour can create a negative environment for the players and their behaviour could reflect this.
- Spectators should stay behind roped off areas and never enter the field of play. This is an RFU directive.

- Verbally encourage all players in a positive manner. Shout “for” and “not at” the players.
- Managers and spectators should not discuss or argue about the game, players or referees. This can lead to players overhearing aside comments which may lead to players losing their discipline on the field. If you are aware of this occurring please point out to transgressors the errors of their ways before a referee feels he needs to take action.

7. VOLUNTEERS

Without volunteers there would be no Ripon Rugby Club. All our Age Grade coaching teams are made up of volunteers. Ripon Rugby Club is always looking to add to its growing list of trained coaches and is committed to having all its coaches properly qualified at least to level one standard.

A great opportunity exists for our 16 to 18 year olds to help out with coaching.

Obtain a RFU qualification and help out at Ripon Rugby Club. Ripon Rugby Club will pick up the cost of your course. The qualification makes a great addition to your C.V.

If your forte isn't coaching then find out from the members of the Committee how Ripon Rugby Club could use your services.

8. WHAT DOES RIPON RUGBY CLUB EXPECT OF ITS CLUB OFFICIALS AND VOLUNTEERS?

Ripon Rugby Club values its ranks of officials and volunteers. In fact it could not function without them! However Ripon Rugby Club expects a high standard of everyone representing Ripon Rugby Club in whatever capacity. All club volunteers must implement the good ethical conduct and practices summarised below: –

- Respect the rights, dignity and worth of all adults and children.
- Consider the well-being and safety of players before the development of performance.
- Develop an appropriate working relationship with players based on mutual trust and respect.
- Make sure all training, development and playing activities are appropriate to the age, ability and experience of those taking part.
- Promote the positive aspects of Rugby Union (e.g. fair play, sportsmanship, gentlemanly conduct).
- Balance the desire to win against the concept of equality in team selection.
- Follow all guidelines laid down by the Rugby Football Union and Ripon Rugby Club at all times.
- Hold appropriate and current qualifications, DBS disclosure and insurance cover.
- Never exert undue influence over players to obtain personal benefit or reward.
- Never condone rule, regulation or law violations, rough play, bad sportsmanship or the use of prohibited substances.
- Give positive encouragement.

BEFORE YOU FIND FAULT...

Have you volunteered yet? All help welcome and appreciated.



Ripon Rugby Club



- If criticism is appropriate, let it be constructive and friendly criticism only.
- Display consistently high standards of personal behaviour and appearance.
- Be aware of the needs, customs and cultural requirements of players from different racial or religious backgrounds.
- Report all rule and guideline violations and unsportsmanlike behaviour to the team manager, Club Chairman Andy Bruce 07957 919636 or Director of Rugby Peter Fletcher 07841 010312.
- SUGGESTIONS/COMMENTS many parents may have ideas that will help Ripon Rugby Club develop. Don't keep them to yourself - tell the Chairman, Andy Bruce. He will listen! If you have lots of ideas - join the committee! Ripon Rugby Club needs you!
- On match days the Officer of the Day / Duty Team will:
 - Before the game;
 1. Arrive one hour before kick off.
 2. Ensure flags and post pads are in position.
 3. Check the pitches for safety and cleanliness.
 4. Greet visiting teams and referees.
 5. Nominate touch judges for all home teams.
 6. Ensure that emergency first aid access is available.
 - During the game;
 1. Monitor all the above.
 2. Ensure scores are recorded.
 3. Ensure that collection box is taken round the ground preferably 10 minutes after half time for adult matches.
 - After the game;
 1. Ensure that all equipment is brought in and stored appropriately.

9. EQUITY AT RIPON RUGBY CLUB

Ripon Rugby Club believes that Rugby Union is an all-inclusive sport which allows access to a wide range of players with very different skills and attributes. Ripon Rugby Club believes that Rugby Union is a sport for all and is committed to providing equity, equal opportunity and fair treatment to all members of Ripon Rugby Club.

Ripon Rugby Club is committed to ensuring that equity is incorporated across all aspects of its development and that everyone has the right to enjoy their sport in an environment which is free from threat of intimidation, harassment and abuse. Accordingly Ripon Rugby Club has adopted the RFU's equity policy thereby ensuring:-

- All people irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have genuine and equal opportunities to participate in rugby at all levels and in all roles.
- No disadvantage to any individual by the imposing of conditions or requirements which cannot be justified.

- The provision of clear advice and opportunities for training to all those working for and on behalf of Ripon Rugby Club.
- That all those who participate in rugby at all levels and in all roles receive fair and equitable treatment.
- That anybody working or wishing to work for or on behalf of Ripon Rugby Club does not receive less favourable treatment on the grounds set out in the equity policy. Ripon Rugby Club expects all those acting on behalf of Ripon Rugby Club to adopt the equity policy set out above.
- To actively oppose discriminatory behaviour.
- To promote equality of opportunity.

Any failure to comply with the equity policy or incidents of discriminatory behaviour may result in disciplinary action being taken.

10. DISCIPLINARY PROCEDURES

Ripon Rugby Club view discipline, both on and off the field of the utmost importance.

Ripon Rugby Club regards the authority of the referee and other officials on the field as absolute and beyond question. Ripon Rugby Club expects all players, coaching staff and spectators to respect that authority.

In case of a breach of the laws, rules, regulations or codes of conduct on or off the field Ripon Rugby Club will take disciplinary action as set out in the RFU Rules and Disciplinary procedures as summarised in the discipline policy, a copy of which is posted on Ripon Rugby Club website.

Any breach of the laws, rules, regulations or codes of conduct by club members will be referred to the Disciplinary Committee. Depending on the nature of the breach and level of seriousness Ripon Rugby Club shall have the right to impose sanctions as set out in the discipline policy which includes terminating membership.

11. HEALTH AND SAFETY

Ripon Rugby Club treats the welfare and safety of all members of Ripon Rugby Club and visitors to Ripon Rugby Club as paramount. Ripon Rugby Club regularly conducts a risk assessment of all its facilities and equipment. If you have any concerns around Health & Safety please contact Matt Clark, 07916 918472, matt.clark@riponrugby.org.

12. INFORMATION FOR PARENTS/CARERS OF CHILDREN IN AGE GRADE

Welcome to Ripon Rugby Club. You are as welcome here as your children are. Your child's subscription automatically means that you and your child become members of Ripon Rugby Club.

CHILD SUPERVISION

DO NOT JUST DROP YOUR CHILD OFF AT THE GROUND - RIPON RUGBY CLUB IS NOT A CRÈCHE

All children under the age of 13 must be supervised by a parent or carer. If you can't stay and have to drop your child off, make sure you tell the coach/manager where you will be, provide contact details and arrange a suitable pick up time with them.



MEDICAL CONDITIONS/ALLERGIES

Ensure that we are aware of any medical conditions and allergies that affect your child. If we are aware of medical conditions and allergies we can take appropriate action. Please complete the parental consent form allowing assessment, management and treatment of injuries during training and matches to be carried out.

FIXTURES

The published fixture list is subject to change. Please check the Ripon Rugby Club website (www.riponrugby.org) for changes. If fixtures or training are in doubt because of bad weather please phone your team coach or manager for guidance. Do not travel direct to an away fixture without first checking that the game is still on.

ATTENDANCE

Players must be punctual when arriving at games and training. Regular attendance at games and training helps the coach and the team, but most importantly helps your child's progress. If your child can't attend, let the coach or manager know. Do not let your child play if they are carrying an injury. If in doubt, ask.

SOCIAL MEDIA

Any postings made on the club's social media platforms (Twitter, Facebook & Instagram) either as posts or comments must not discredit the club to the wider community in any way. Posts must remain rugby related and acceptable to the wide age range of members. The platforms will be monitored and censored if necessary at the discretion of the Director of Communications, Becky Naylor.

13. WHAT DOES RIPON RUGBY CLUB EXPECT FROM PARENTS/CARERS?

ALWAYS

- Remember - your children play for their enjoyment, not yours.
- Encourage your child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help your child to recognise good performance, not just results. Remember that only half the teams win!
- Set a good example by recognising fair play. Applaud good performances of all play by either team.
- Support your child's involvement and help them to enjoy their sport.
- Use correct and proper language at all times.
- Publically accept officials' judgements and decisions both on and off the pitch.
- If you feel the need, discuss things with the coach or referee after the game.
- Encourage your child to improve his or her skills through coaching sessions.
- Running and maintaining Ripon Rugby Club and all its activities takes a great deal of human resources. If you can spare just a little of your time, then volunteer to do something.

NEVER

- Force your child to play rugby.
- Punish or belittle a child for losing or making a mistake.
- Sneer or use sarcasm towards a player.
- Go onto the pitch. Only coaches and referees are qualified to be on the pitch.
- Abuse the referee – the referee is a volunteer who has given up his/her spare time. If you abuse the referee he/she might not return. There is no game without the referee.

14. SAFEGUARDING AT RIPON RUGBY CLUB

Ripon Rugby Club believes that taking part in sport should be a positive and enjoyable part of a child's development.

All players, coaches, assistants, officials, parents and helpers will be encouraged to support teamwork, respect, enjoyment, discipline and sportsmanship.

Ripon Rugby Club recognises that it has the responsibility to safeguard and promote the interests and wellbeing of all the children with whom they are working with and

- To take all reasonable practical steps to protect children from harm, discrimination, or degrading treatment.
- To respect children's rights, wishes and feelings.
- We aim to ensure that all Age Grade players are kept safe from physical, sexual and emotional harm whilst they are in the care of Ripon Rugby club. To do this:-
- All coaches and volunteers must go on a 'PLAY IT SAFE' coaching course when they begin working with Age Grade players.
- All coaches and volunteers must be DBS checked.
- Trained coaches of at least ERCA standard will always be present during matches and training.
- All coaches and volunteers are required to be up to date with their training for coaching and safeguarding.
- All coaches are required to adhere at all times to the Coaching Code Of Conduct (see section 18).
- Written records of attendance, parental consents and accidents are maintained by the team managers.
- All coaches and volunteers must comply with Ripon Rugby Club's procedures for dealing with accusations or suspicions of safeguarding issues.
- We implement best safeguarding practice as recommended by the RFU.

Abuse can occur within many situations including the home, school and sporting environment. It could happen to your child. Some individuals actively seek employment or voluntary work with children in order to harm them. Everyone working within Rugby Union, either in a paid or voluntary capacity has a role to play in safeguarding the welfare of children and preventing their abuse. It is the responsibility of every adult to protect children from abuse.

It is recognised that any procedure is only as effective as the ability and skill of those who operate them. Ripon Rugby Club is committed to the provision of support and appropriate training for all the coaches/team managers and volunteers working at Ripon Rugby Club. This training will enable them to work together with parents/guardians and other organisations to ensure that the needs and the welfare of children remain paramount.

Ripon Rugby Club supports all aspects of safeguarding and as such encourages total openness in its work with young people. Therefore coaches will not:

- Change in the same area as Age Grade players.
- Shower with Age Grade players.
- Be alone with Age Grade players.
- Take Age Grade players alone on car journeys.
- Take Age Grade players to their homes.
- Make sexually explicit remarks to an Age Grade player.

Ripon Rugby Club's Safeguarding Officer, Clare Grayshon can be contacted on 07740 305219, clare.grayshon@riponrugby.org. The safeguarding assistant is Andy Rickard, andrew.rickard@riponrugby.org.

If parents/carers, or Age Grade players have any concerns regarding safeguarding issues contact the safeguarding officers.

Contravention of the RFU's best safeguarding practice include:

- Verbal bullying by coaches/parents/spectators.
- Physical abuse by coaches/parents/spectators.
- Inappropriate or aggressive contact by an adult to an Age Grade player.

15. BULLYING

BULLYING OF ANY KIND IS NOT ACCEPTABLE WITHIN RIPON RUGBY CLUB.

Anyone who is aware bullying is taking place must report the matter to either the Chairman of Age Grade Rugby or the Safeguarding Officers.

Bullying can be emotional, physical, racist, sexual, homophobic and verbal. Bullying can occur via text, e-mail & social media networking sites.

As examples bullying can occur if:-

- a coach adapts a win at all costs philosophy.
- a player intimidates others.
- an official is over-officious.

Bullying will not always be an adult abusing a young person. It is often the case that a bully is a young person.

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Reports of bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.

It is the responsibility of every adult working in rugby union, whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment. All members are urged to look out for signs of bullying and report it immediately.

16. WELL BEING

The well-being of your child is important to us.

Players, in order for us to comply with RFU requirements, need to make the club aware of any relevant medical or injury details.

Parental consent is required allowing assessment, management and treatment of your child's injuries during training and matches to be carried out. Please ensure that these consent forms are completed and returned promptly to your child's age group team manager. The information will be held on a discrete database for club reference only.

Ripon Rugby Club fully subscribes to the RFU Policy and Procedures for the Welfare of young People in Rugby Union.

THE WELFARE OF ALL YOUNG PEOPLE IS PARAMOUNT

As a club we aim to look after the well being of all members (young & old) and our safeguarding team are available to any member who needs assistance.

17. THE USE OF VIDEO/PHOTOGRAPHIC IMAGES

As part of our commitment to ensure the safety of young people we will not permit photographs, video or other images including those taken via mobile phones of young people to be taken or used without the consent of the parents/carers and the young person. By being a member of the club, you are granting permission for videos and photographs of your child to be used for the promotion of Ripon Rugby Club.

Ripon Rugby Club will take all steps to ensure these images are used solely for the purposes they are intended which is the promotion and celebration of the activities of the game of Ripon Rugby Club. If you become aware that these images are being used inappropriately you must inform the Safeguarding team. The images may be published on the Ripon Rugby Club website and other club publicity materials. If at any time either the parent/carer or the young person wishes the data to be removed from the website and publicity materials the Safeguarding team should be informed.

Ripon Rugby Club follows the RFU guidance for the use of images of young people which are:-

- Ensure parents/carers/young person have given their consent for the taking and publication of photographic images and have signed and returned the photographic consent form.
- All young people must be appropriately dressed for the activity taking place.
- Photography or recording should focus on the activity rather than a particular young person and personal details which might make a young person vulnerable, such as their exact address, must never be revealed.
- Where an individual has achieved success in the game (e.g. when selected for a representative side) permission must be gained from parent/carer and young person to use photographs/recordings and relevant details.
- Where possible photographs/recordings should represent the diverse range of young people participating in rugby.



- Anyone taking photographs or recording at any rugby event must have a valid reason for doing so and seek the permission of the organisers/persons in charge.
- Anyone taking photographs or recordings should make themselves known to the event organisers/ persons in charge and be able to identify themselves if requested during the course of the event.

All concerns regarding inappropriate or intrusive photography should be reported in confidence to the Safeguarding team.

18. COACHES AND COACHING

Ripon Rugby Club relies on volunteers to provide all its coaching needs in both Adult and Age Grade. We are extremely grateful to all the volunteer coaches for their time and commitment to the developing of the game of Rugby Union within the Ripon community.

The coaching policy is to conduct coaching at all levels with the following values being applied:-

- Clearly defined objectives and targets.
- Commitment.
- Responsiveness to suggestions and ideas.
- Innovative approach.
- Inclusivity encouraging participation by all.
- Teamwork, respect, enjoyment, discipline and sportmanship.

The Lead Coach for Adult Rugby is Adam Scott-Paul supported by the Senior Coaches. In Age Grade rugby Ripon Rugby Club aims to provide at least one qualified coach for each age grade team to satisfy the RFU guidelines. Coaching Coordinator is Michael Ford, 07983 145837, michael.ford@riponrugby.org. The coaching coordinators role is:-

- To develop and maintain good relationships with all the club's coaches.
- To provide a coaching development programme.
- To annually review each individual coaches training needs.
- To maintain a coaches qualification matrix.
- To coordinate and liaise with the RFU Regional Rugby Development Officer re coaching and development.

Below is a table setting out the adults coaching team:

ROLE	NAME	PHONE	E-MAIL
Coaching Co-Ordinator	Michael Ford	07983 145837	michael.ford@riponrugby.org
Head Coach	Adam Scott-Paul	07720 683005	adam.scott-paul@riponrugby.org
Coach	Mikey Bray	07926 094445	mikey.bray@riponrugby.org
Coach	Chris Marston	07980 049948	chris.marston@riponrugby.org
Coach and Bluebellies Head Coach	Gary Simpkin	07572 006525	gary.simpkin@riponrugby.org
Bluebellies Coach	Gav Barratt	07710 979055	gav.barratt@riponrugby.org
Colts Lead Coach	Owen Drane	07990 657353	owen.drane@riponrugby.org
Adult Male Availability Admin	Paul Blood	07803 590788	paul.blood@riponrugby.org

Below is a table setting out the Age Grade Head Coaches and Team Managers:

ROLE	NAME	PHONE	E-MAIL
U7 Head Coach	Bob Champion	07715 825068	bob.champion@riponrugby.org
U8 Head Coach	Nick Paterson	07782 317750	nick.paterson@riponrugby.org
U9 Head Coach	Matt Box	07753 193820	matt.box@riponrugby.org
U10 Head Coach	Jessica Lane	07947 213661	jessica.lane@riponrugby.org
U11 Head Coach	Richard Grayshon	07980 540990	richard.grayshon@riponrugby.org
U12 Head Coach	Andrew Brown	07581 070639	andrew.brown@riponrugby.org
U13 Head Coach	Paul Flynn	07817 970325	paul.flynn@riponrugby.org
U14 Head Coach	Michael Ford	07983 145837	michael.ford@riponrugby.org
U15 Head Coach	James Sturdy	07801 525023	james.sturdy@riponrugby.org
U16 Head Coach	Graham Castle-Ward	07500 106710	graham.castle-ward@riponrugby.org
AGE GRADE MANAGERS			
U7 Team Manager	Jodi Jones	07718 046510	jodi.jones@riponrugby.org
U8 Team Manager	Nicola Pollock	07875 218020	nicola.pollock@riponrugby.org
U9 Team Manager	Niki Pargeter	07887 748329	niki.pargeter@riponrugby.org
U10 Team Manager	Nicola Bell - Percy	07816 522365	nicola.bell-percy@riponrugby.org
U11 Team Manager	Sharon Leeming	07727 276892	sharon.leeming@riponrugby.org
U12 Team Manager	Carl Hunt	07917 104931	carl.hunt@riponrugby.org
U13 Team Manager	Emma Grayshon	07813 122515	emma.grayshon@riponrugby.org
U14 Team Manager	Michael Ford	07983 145837	michael.ford@riponrugby.org
U15 Team Manager	David Donohoe	07534 731030	david.donohoe@riponrugby.org
U16 Team Manager	Graham Castle-Ward	07500 106710	graham.castle-ward@riponrugby.org

All our volunteer coaches are encouraged to obtain appropriate RFU coaching and associated qualifications. All Age Grade should aim to have at least one coach who has attained the initial England Rugby Coaching Award, especially when coaching from U13 upwards. Ripon Rugby Club will always provide RFU-approved coaching training. The club coaching coordinator will monitor the progress of coaches and identify individual coaching and training needs. Ripon Rugby Club may occasionally run coaching clinics delivered by its own coaching team and other suitably trained coaches to 'up skill' its coaches beyond the basic qualification level.

Young players (over 16) are encouraged to gain Rugby Ready so that they can help out with the coaching of the younger age grades. This will enhance the individuals' CVs and will increase the number of coaches available to Ripon Rugby Club. Adult Players are also encouraged to gain coaching qualifications. The encouragement of participation in coaching by young players strengthens community links across the ages and ensures the maintenance of high coaching standards and a constant supply of players coming into Ripon Rugby Club. Where appropriate, Ripon RUFC will either pay for or reimburse course fees for coaches who are club members and either actively coaching or want to start coaching at the club.



Ripon Rugby Club



All Coaches of Adult Rugby and Age Grade Rugby should during training and matches and on and off the field:

- Adhere to the core values of the RFU.
- Recognise the importance of fun and enjoyment.
- Appreciate the needs of the players.
- Be a positive role model.
- Recognise that safety is paramount.
- Ensure that all equipment and facilities are safe and appropriate.
- Provide verbal feedback in a constructive and encouraging way.
- Keep winning and losing in perspective. Encourage dignity at all times.
- Respect referees and the decisions that they make and ensure that players recognise that they must do the same.
- Provide rugby experiences suitable to players ages and abilities as well as physical and behavioural development.
- Avoid overplaying best players by using a squad system.
- Never allow a player to train or play when injured.
- Not permit players to be exposed to extremes of heat, cold or unacceptable levels of injury.
- Encourage player awareness of nutrition and lifestyle management.
- Ensure good supervision of players.
- Not tolerate verbal abuse.
- Ensure their coaching training and knowledge is up to date and consistent with RFU philosophy.
- Never coach law, rule or regulation violations.

19. SPONSORSHIP

There are always opportunities for you or your firm to sponsor Ripon Rugby Club through team shirts, signboards or advertisements around the club. The cost of sponsoring kit or clothing for a team, which includes a logo, is made up of the club shop selling price for the items plus a separate sponsorship fee in addition. A donation for a team can be made to supply additional kit which will be available at the club shop selling price, but any advertising appearing on the clothing warrants an additional sponsorship charge. If you are interested in sponsoring the club please contact sponsorship secretary, Andy Bruce on 07957 919636 andy.bruce@riponrugby.org or Nik Hill, 07801 454547, nik.hill@riponrugby.org

INTERNATIONAL MATCHES

Ripon Rugby Club's international ticket secretary is Nik Hill, nik.hill@riponrugby.org

Ticket quantities and prices are allocated by the RFU in March for the Autumn internationals and August for the Six Nations. We have to confirm to the RFU how many of our allocation we wish to use by late April and September respectively.

RFU terms and conditions for supply of tickets are summarised below:

- That you are either an official sponsor or fully paid up member of Ripon R.U.F.C.
- That tickets are for your personal use together with family, friends or colleagues.
- That no ticket may be sold on.
- Should any ticket issued to you end up on the black market your right to apply for tickets will be terminated.

DATES FOR YOUR DIARY

Annual General Meeting: Wednesday 19th June 2024

Beer Festival Date: Saturday 29th June 2024

RIPON RUF C : FIXTURE LIST SEASON 2023/2024

DATE		FIRST XV		SECOND XV	
Aug					
Thu	17	Pre-season	Darlington	H	
Sat	26	Pre-season	Gateshead	A	
Sep	2		North Ribblesdale	A	North Ribblesdale 2
	9	RWC (Arg 8pm)	Roundhegians	H	Roundhegians 2
	16		Bramley Phoenix	A	Bramley Phoenix 2
	23	RWC (Chile 4:45pm)	Yarnbury	A	Yarnbury 2
	30	RWC	Wath Upon Dearne	H	Northallerton 2
Oct	7	RWC (Samoa 4:45pm)	Yorkshire Cup Rd 1		Ilkley 3
	14	RWC QF (4pm)	Hemsworth	A	TBC
	21	RWC SF (8pm)	Ossett	H	Ossett 2
	28	RWC Final (8pm)	TBC		Leos 2
Nov	4		Baildon	A	Baildon 2
	11		Huddersfield LH	H	Huddersfield LH 2
	18		Dinnington	A	Bradford & Bingley Dev
	25		Yorkshire Cup QF		Selby 3
Dec	2		Leeds Corinthians	H	Harrogate Pythons 2
	9		Roundhegians	A	Roundhegians 2
	16		Bramley Phoenix	H	Bramley Phoenix 2
	23				
	30				
Jan	6		Yarnbury	H	Yarnbury 2
	13		Wath Upon Dearne	A	West Park Leeds 2
	20		TBC		Ilkley 3
	27		Hemsworth	H	TBC
Feb	3	Italy (Away)	Ossett	A	Ossett 2
	10	Wales (Home)	TBC		Leos 2
	17		Baildon	H	Baildon 2
	24	Scotland (Away)			Selby 3
Mar	2		Huddersfield LH	A	Huddersfield LH 2
	9	Ireland (Home)	TBC		Harrogate Pythons 2
	16	France (Away)	Dinnington	H	Bradford & Bingley Dev
	23		Leeds Corinthians	A	TBC
	30	Easter Weekend	TBC		Northallerton 2
Apr	6		North Ribblesdale	H	North Ribblesdale 2
	13	PJC	Papa Johns Cup Rd 1		West Park Leeds 2
	20	PJC	Papa Johns Cup Rd 2		
	27	PJC	Papa Johns Cup Rd 3		
May	4	YC	Yorkshire Cup SF		
	11	PJC	Papa Johns Cup Final		
	18	YC	Yorkshire Cup Final		

Colts & Women's fixtures please check the website



Ripon Rugby Club



RIPON RUFC : AGE GRADE FIXTURE LIST SEASON 2023/2024

Sunday	Month	Year	U7	U8	U9	U10
03	September	2023				
10	September	2023				Training
17	September	2023				Training
24	September	2023				Training
01	October	2023	Aireboro	H Aireboro	H Aireboro	H Aireboro
08	October	2023	Wetherby	A Wetherby	A Wetherby	A Wetherby
15	October	2023	Selby	H Selby	H Selby	H Selby
22	October	2023	Yarnbury	A Yarnbury	A Yarnbury	A Yarnbury
29	October	2023	Harrogate	Harrogate	Harrogate	Harrogate
05	November	2023	Wharfedale	A Wharfedale	A Wharfedale	A Wharfedale
12	November	2023	Training	Training	Aysgarth	A Aysgarth
19	November	2023	Otley	H Otley	H Otley	H Otley
26	November	2023	York	York	York	York
03	December	2023	tbc	tbc	tbc	tbc
10	December	2023	Wharfedale	H Wharfedale	H Wharfedale	H Wharfedale
17	December	2023				
24	December	2023				
31	December	2023				
07	January	2024	Guisborough	H Guisborough	H Guisborough	H Guisborough
14	January	2024	Wetherby	H Wetherby	H Wetherby	H Wetherby
21	January	2024	Otley	Otley	Otley	Otley
28	January	2024	Yarnbury	H Yarnbury	H Yarnbury	H Yarnbury
04	February	2024	Aireboro	A Aireboro	A Aireboro	A Aireboro
11	February	2024	Hegians	Hegians	Hegians	Hegians
18	February	2024	Harrogate	Harrogate	Harrogate	Harrogate
25	February	2024	York	York	York	York
03	March	2024	Guisborough	A Guisborough	A Guisborough	A Guisborough
10	March	2024	Selby	A Selby	A Selby	A Selby
17	March	2024	Malton	A Malton	A Malton	A Malton
24	March	2024	tbc	tbc	tbc	tbc
31	March	2024				
07	April	2024				
14	April	2024				
21	April	2024				
28	April	2024				

*At time of print the dates of Cup games were unknown – these will take priority over existing fixtures

■ Cup slot

GIRLS FIXTURES, PLEASE REFER TO THE WEBSITE

U11		U12		U13		U14		U15		U16	
				Training		Training		Training			
				Malton	H	Malton	A	Richmond tbc	A		
Aireboro	H Aireboro	H Aireboro	A Aireboro	Malton	H	Malton	A	Malton	A	Malton	H
Wetherby	A Wetherby	A Wetherby	H Wetherby	Malton	A	Malton	A	Wetherby	A	Wetherby	H
Selby	H Selby	H Selby	A Selby	Selby	A	Selby	A	Selby	H	Selby	A
Yarnbury	A Yarnbury	A Yarnbury	H Yarnbury	Yarnbury	H	Yarnbury	H	Yarnbury	A	Yarnbury	H
Harrogate	Harrogate	Harrogate	Harrogate	Harrogate		Harrogate		Harrogate		Harrogate	
Wharfedale	A Wharfedale	A Wharfedale	H Wharfedale	Wharfedale	H	Wharfedale	H	Wharfedale	A	Wharfedale	H
Aysgarth	A Aysgarth	A Aysgarth	A Pocklington	Pocklington		Pocklington		Pocklington		Pocklington	
	Otley	H Otley	A Otley	Otley	A	Otley	A	Otley	H	Otley	A
York	York	York	York	York		York		York			
tbc	tbc	Pontefract	H Pontefract	Pontefract	H	Pontefract	H				
Wharfedale	H Wharfedale	H Wharfedale	A Wharfedale	Wharfedale	A	Wharfedale	A	Wharfedale	H	Wharfedale	A
		Aireboro	A Aireboro	Aireboro	H	Darlington	A	Darlington	A	Aireboro	A
Guisborough	H Guisborough	H									
Wetherby	H Wetherby	H Wetherby	A Wetherby	Wetherby	A	Wetherby	A	Wetherby	H	Wetherby	A
	Otley	Otley	Otley	Otley		Otley		Otley		Otley	
Yarnbury	H Yarnbury	H Yarnbury	A Yarnbury	Yarnbury	H	Yarnbury	H	Yarnbury	A	Yarnbury	A
Aireboro	A Aireboro	A Aireboro	H Aireboro	Aireboro	H	Aireboro	H	Aireboro	H	Aireboro	H
Hegians	Hegians	Hegians	Hegians	Hegians		Hegians				RoundHegians	
Harrogate	Harrogate	Harrogate	Harrogate	Harrogate		Harrogate		Harrogate		Harrogate	
York	York	York	York	York		York		York		York	
Guisborough	A Guisborough	A Malton	A Malton	Malton	A	Malton	H	Malton	H	Malton	A
Selby	A Selby	A Selby	H Selby	Selby	H	Selby	H	Selby	A	Selby	H
Malton	A Malton	A Skip&Wens	H tbc	tbc		tbc					
tbc	tbc	Pontefract	H Darlington	Darlington	H	tbc					
		Pocklington	Pocklington	Pocklington		Pocklington		Pocklington		Pocklington	

Darlington Festival

**Please check with your coach / manager to confirm the fixture before travelling, as things do change during the season with arrangements.

Honorary Life Members

Keith A Anderson
John Bell
Jean Bell
John Buckley

Dave Catford
Antony Chapman
Brendan Hurley
Tony Pickthall

William Plant
Andrew Proud
Henry Rumbold

Peter Squires
Mike Viner
John Williamson

Life Members

Richard Alton
Adam Briggs

Mark Feingold
Derek Jeary

Bobby Lamb

Martin Sterne

Patrons

Keith A Anderson
Andrew Binks
Andy Bruce
Jim Grice

Nicholas Hill
Geoff Holroyd
Richard Houseman

Dominic Rich
David Venables
Mike Viner

Peter Wartars
David Wells
Paul Whatmuff

Thank you for your support

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FOR THEIR GENEROUS SUPPORT**



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A Barker & Sons
A&E Duffield
Appletons
Baytree Interiors
Bishopton Vets
Body Logic Fitness
Brook Taverner
Calvert's Carpets
Carpet Mill
Cundall Manor
Dacre Son & Hartley
Dales Water
David Box Ltd
Duffield Timber
Eccles Heddon
Econ Engineering

F Tates & Sons
FastFlow
FSS
Green Barks Search
Harvey Cooper Cars
Hemingways
Hill Interiors
Hunters
James Potter Eggs
K A Anderson
Lightnation
Matt Box Electrical
Moors Care Home
Neil Armstrong
Network Medical
Olive Tree Café
Paul Blood Driving School

Potter Space
Red House Ripon
Ripon Builders Merchants
Ripon Interiors
Ripon Select Foods
S&O Conversions
SHC Hire
Storehouse Kitchen
Talking Heads
The Metal Drum Company
Thomas the Baker
TMR Foods
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Yorkshire Generators