



B E I N G A

WARRIOR

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**At Glasgow Warriors, we are a values-based team across all departments that pride ourselves on how we establish the foundations of our culture and the way in which we take on the responsibility of [Being A Warrior](#).**

By taking on this responsibility, each one of us puts in place the fundamentals for creating an environment that can help to drive us to success both on and off the pitch.

As a club, we endeavour to give every one of you the platform to reach your potential and we will work hard to ensure that you feel valued and involved in our journey from the moment you arrive.

As a starting point for achieving this, we have defined standards and behaviours that underpin our values to which we strive as individuals, and collectively as a club, to uphold.

We will live and breathe these values in our everyday actions and you will see them displayed throughout our stadium. We will celebrate our successes and call out poor behaviour to create accountability for upholding our values, to ensure we are continually evolving our culture.

Anything in life that is truly special takes incredible commitment. Thank you for your dedication to Glasgow Warriors, for [Being A Warrior](#), and for joining us on our journey.

## **Welcome to Glasgow Warriors**

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**Al Kellock | Managing Director**



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## V I S I O N

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**At Glasgow Warriors, our purpose is to make a tangible difference to our community and for those living in it.**

**We do this by creating a values-based team that strives everyday to be world class, on and off the pitch, inspiring our supporters and the next generation.**



B E I N G A

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M A N T R A

WHATEVER *it* TAKES

V A L U E S

RESPECT  
*our* HISTORY

DEFEND  
*our* HOME

FIGHT *for*  
*our* FAMILY

INSPIRE *our*  
COMMUNITY

PRIVILEGED  
*to* PLAY

S T A N D A R D S  
& B E H A V I O U R S

Culture is predominantly everyday behaviours that enhance or detract from the overall environment. By defining these we can live out our culture and produce it in others.



BEING A

WARRIOR

Allan Glen's • Argyll and Bute • Biggar • Camislang • Clydebank • Clydebank • Clydesdale • Cowal • Croy • Cumbernauld  
 Dalziel • East Kilbride • Etive Vikings • GHA • GHK • Glasgow East • Glasgow Hawks • Glasgow University  
 Glasgow University Medics • Hillhead Jordanhill • Hillhead • Inverclyde • Inverclyde • Inverclyde • Inverclyde • Inverclyde  
 Shawlands • Strathaven • Strathclyde Uni • Strathclyde Uni • Strathclyde Uni • Strathclyde Uni • Strathclyde Uni  
 Bishopton Carrick • Cumnock • Dumfries • Dumfries • Dumfries • Dumfries • Dumfries • Dumfries • Dumfries • Dumfries  
 Wigtownshire • Aberdeen Grammar • Aberdeen Grammar • Aberdeen Grammar • Aberdeen Grammar • Aberdeen Grammar • Aberdeen Grammar  
 Ellon • Fraserburgh • Fraserburgh • Fraserburgh • Fraserburgh • Fraserburgh • Fraserburgh • Fraserburgh • Fraserburgh • Fraserburgh  
 North Police Scotland • North Police Scotland • North Police Scotland • North Police Scotland • North Police Scotland • North Police Scotland  
 Aberdeen Rugby Club • Aberdeen Rugby Club • Aberdeen Rugby Club • Aberdeen Rugby Club • Aberdeen Rugby Club • Aberdeen Rugby Club  
 Crieff & Strathearn • Crieff & Strathearn • Crieff & Strathearn • Crieff & Strathearn • Crieff & Strathearn • Crieff & Strathearn  
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 Campbeltown • Campbeltown • Campbeltown • Campbeltown • Campbeltown • Campbeltown • Campbeltown • Campbeltown • Campbeltown • Campbeltown  
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 City of Glasgow • City of Glasgow • City of Glasgow • City of Glasgow • City of Glasgow • City of Glasgow • City of Glasgow • City of Glasgow • City of Glasgow • City of Glasgow  
 Glasgow Raptors • Glasgow Raptors • Glasgow Raptors • Glasgow Raptors • Glasgow Raptors • Glasgow Raptors • Glasgow Raptors • Glasgow Raptors • Glasgow Raptors • Glasgow Raptors  
 Hillhead Jordanhill • Hillhead Jordanhill • Hillhead Jordanhill • Hillhead Jordanhill • Hillhead Jordanhill • Hillhead Jordanhill • Hillhead Jordanhill • Hillhead Jordanhill • Hillhead Jordanhill • Hillhead Jordanhill  
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Rob Harley  
 Ryan Wilson  
 Chris Fusaro  
 Peter Horne  
 Graeme Morrison  
 Pat MacArthur  
 Ruairidh Jackson  
 Alastair Kelloch  
 Jon Petrie  
 Dougie Hall  
 John Barclay  
 Moray Low

Tommy Seymour  
 Gordon Bulloch  
 Kevin Tkachuk  
 Dan Parks  
 Henry Pyrgos  
 Graeme Beveridge  
 Andrew Henderson  
 Johnnie Beattie  
 Tim Swinson  
 Dan Turner  
 Niko Matawalu  
 Donnie Macfadyen  
 Colin Gregor  
 Hefin O'Hare

Fergus Thomson  
 James Eddie  
 DTH van der Merwe  
 Stuart Hogg  
 Alex Dunbar  
 Alan Bulloch  
 Tommy Hayes  
 Sean Lamont  
 Peter Murchie  
 Ryan Grant  
 Gordon Reid  
 Jon Welsh  
 Jonny Gray  
 Alex Allan  
 Duncan Weir  
 Sam Pinder  
 Josh Strauss  
 Glenn Metcalfe  
 Fraser Brown  
 Gordon McIlwham  
 Ed Kalman  
 Lee Harrison  
 Andy Hall  
 Jason White  
 Zander Fagerson

DEFEND OUR HOME • FIGHT FOR OUR FAMILY • RESPECT OUR HISTORY  
 INSPIRE OUR COMMUNITY • PRIVILEGED TO PLAY



B E I N G A

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## RESPECT *our* HISTORY



GLASGOW  
Est. 1872

**We are incredibly proud of Glasgow's rugby history. To understand where we are going, we need to understand where we have been.**

### **Our Standards & Behaviours:**

- When you represent the club on or off the field you become part of the Warrior family, and anyone part of that family is always welcome: **Once A Warrior, Always A Warrior**
- As Glasgow District Rugby Union we were originally created from our member clubs. As Glasgow Warriors we maintain strong connections with these rugby clubs throughout Glasgow and Caledonia. As well as this we work closely with each player's club of origin, from across the world, to celebrate their journey.
- The jersey is integral to our sense of history and our players are privileged to wear it for a short period of time. To remember who has gone before, our jersey has featured our club centurions, the Glasgow District Shield, and our mantra.
- We celebrate and diligently record key milestones; every player is given a unique cap number and their debut is displayed in the stadium dating back to our very first Glasgow Warrior.



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## INSPIRE *our* COMMUNITY

**We are in a privileged position to have a positive influence on the lives of people in our community.**

### **Our Standards & Behaviours:**

- We deliver events, at times in conjunction with our partners, that brings on the next generation of rugby players, coaches, referees, and fans.
- We create family friendly match days, camps, and community activations.
- We maintain regular engagement with our Charity Partner, residents, and businesses.
- We are accessible to our supporters and seek to create connections that make them a part of the Warriors family.
- Our Clans drive initiatives in non-traditional rugby areas, that make a true difference to people's lives.



B E I N G A

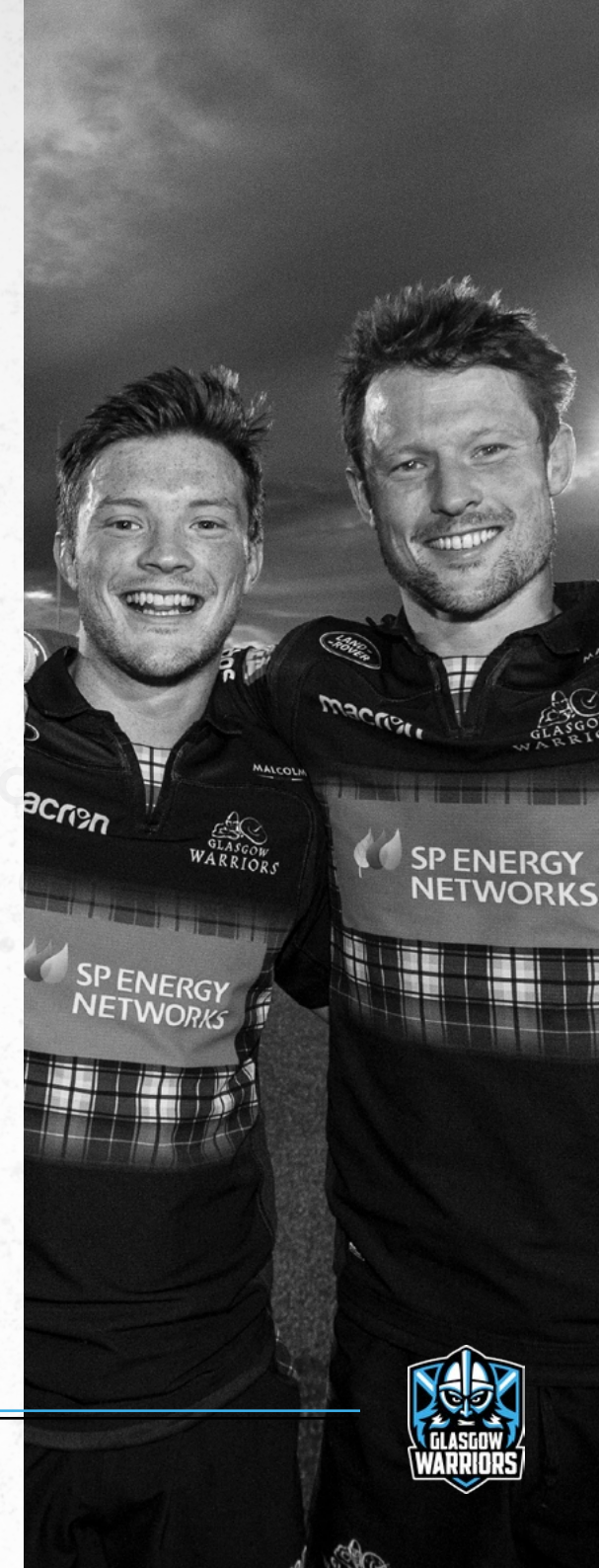
WARRIOR

## FIGHT *for our* FAMILY

**Being part of the Glasgow Warriors family is special. Everyone connected to the club is responsible for creating and enhancing our culture for themselves and their peers.**

### **Our Standards & Behaviours:**

- We commit to **Being A Warrior** 24/7, by conducting ourselves in a way that respects our family:
  - » Remembering the journey we've been on and those who have helped us get here.
  - » Remembering those in our community most in need of our support.
- We hold each other to account to be team players on and off the pitch, knowing that if everyone is giving their all, the club will be as strong as it can be.
- It is expected that **every** individual will go above and beyond to continually improve our environment.
- The strength of any family is found in its diversity; we take pride in learning about and celebrating every individual and the unique qualities they bring.





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## DEFEND *our* HOME

**Scotstoun is our home, and we must respect it, build upon its history, and create an environment that we can get the very best out of ourselves.**

### **Our Standards & Behaviours:**

- The match nights we put on and the way we play the game ought to empower our fans to create an atmosphere that inspires our team to win.
- Each one of us is expected to take enormous pride in our surroundings, to create a home we're proud of and willing to defend.
- Whenever we enter our home we make a commitment to be our best. Even in challenging times our aim is to have a 90%-plus environment.



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## PRIVILEGED *to* PLAY

**It is an honour to be part of something bigger than any one individual by sharing a mindset, and common and team goals. We will only be Warriors for a short time, but the experiences had, and memories made will last for a lifetime, and should above all be enjoyed.**

### **Our Standards & Behaviours:**

- We will undoubtedly have highs and lows, but it is how we conduct ourselves in the good times and the bad that will ultimately define us as Warriors.
- Day-to-day we'll celebrate the small goals that bring us closer to our vision.
- We ensure that we step away from the high-pressure environment to enjoy each other's company and to get to know each other better.
- Rugby is an emotional journey, and we ask Warriors past and present to share their stories.



