



## Codes of Conduct

### Code of conduct for Parents/Guardians

#### Parents are expected to:

- Positively reinforce their child/young person and show an interest in their rowing
- Not to place their young person under pressure or push them into activities they do not want to do.
- Complete and return the Parent's Consent Form (Form G below)
- Deliver and collect the child punctually to and from coaching sessions. The club is unable to deliver children home in the case of a delay
- Ensure their child is properly and adequately dressed for the weather conditions of the time, including shorts, T-shirt, socks, tracksuit, sweat-tops, hat etc...
- Ensure that proper footwear and protective equipment (eg sun cream, life jacket) are worn at ALL times as recommended by the club. Any child not in possession of such requirements, or refusing to wear them, will not be allowed to participate.
- Detail any health concerns pertaining to the child on the consent form, in particular breathing or chest conditions. Any changes in the state of the child's health should be reported to the coach prior to coaching sessions.
- Encourage their child to play by the rules and teach them that they can only do their best
- Behave responsibly as a spectator, not to embarrass their child.
- Show appreciation and support the coach, being realistic and supportive.
- Ensure their child's hygiene and nutritional needs are met.
- Acknowledge the importance and role of the club coaches who provide their time free to ensure children's participation in the club.
- Promote their child's participation in playing sport for **fun**.

#### Parents/Guardians have the right to:

- Know their child is safe
- Be informed of problems or concerns relating to their children
- Be informed if their child is injured
- Have their consent sought for issues such as trips
- Contribute to decisions within the club
- Complain if they have concerns about the standard of coaching

Any misdemeanors and breach of this code of conduct will be dealt with immediately by a Club official. Persistent concerns or breaches will result in the parent/guardian being asked not to attend training sessions or competitions if their attendance is detrimental to the child's welfare.

The ultimate action should a parent/guardian continue to breach the code of behavior may mean the Club officials regrettably asking the child to leave the club.

The parent/guardian should be made aware that the club/CPGA have developed a Safeguarding policy and are committed to ensuring the safety of all children.

## Code of Conduct for Coaches, Officials and Volunteers

All Coaches/Volunteers/Officials must:

- Respect the rights, dignity and worth of every person and will treat everyone equally within the context of them taking part in activities regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status
- Consider the wellbeing and safety of participants before the development of performance.
- Develop an appropriate working relationship with performers based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those participating and ensure that all those taking part are prepared physically and mentally when learning new skills.
- Display consistently high standards of behavior and appearance dressing suitably and not using inappropriate language at any time.
- Never consume alcohol, smoke or use illegal drugs or substances immediately before, during or after activity as this portrays a negative image and could affect the health and safety of others.
- Never exert influence over participants to obtain personal benefit or reward.
- Never condone rule violations.
- Always report any incidents, referrals or disclosures immediately following appropriate guidelines set out in the CPGA Safeguarding Policy.
- Ensure that confidential information is not divulged unless with the express approval of all those concerned.
- Ensure that coach / participant ratios (as per staffing supervision / NGB ratios) for children and vulnerable adults
- Ensure neutrality in all activities.
- Ensure that all issues/complaints go through the approved channels.
- Arrive in plenty of time to set up activities and ensure that risk assessments are undertaken.
- At the outset clarify with participants (and where appropriate) their parents/carers exactly what is expected of them or what they can expect from you.
- Never transport participants, young children or vulnerable adults in their own vehicle and will not arrange transportation for participants, young children or vulnerable adults in private vehicles.
- Never communicate directly with participants, young children or vulnerable adults by email, text, phone or social media.
- Be aware that discriminatory, offensive and violent behavior will not be tolerated and all complaints will be acted upon.
- Build balanced relationships based on mutual trust which empowers young people and vulnerable adults to share in the decision making process.
- Maintain a clear boundary between friendship and intimacy with participants and do not conduct inappropriate relationships with participants. A relationship must not develop with a participant aged under 18 years and it is a criminal offence to develop a relationship with a participant aged under 16 years

Failure to abide by this code of conduct will result in appropriate action being taken following an initial assessment of the situation by the appropriate club or CPGA Officer. This may mean the removal of yourself from the activity for a period of time whilst the investigation is taking place and may result in disciplinary action being taken.

## Code of conduct for Children and Young People

As a member of the club you are expected to:

- Be loyal, supportive and committed to your friends and other team members.
- Show respect to other youth members and leaders, and show team spirit.
- Be friendly and welcoming to new members.
- Not get involved in inappropriate peer pressure, bullying or use rough and dangerous play.
- Not use bad language or racist/ sexist comments, including bullying via the internet, social media, chat rooms or texting.
- Listen carefully to the rules and respect the coaches and their decisions.
- Respect opponents, not cheat or be violent or aggressive.
- Be gracious in defeat, respect officials and accept decisions.
- Behave well in public places i.e. with respect for others' needs and with use of suitable language.
- Keep to agreed timings for training and regattas or inform the coach if you are going to be late.
- Wear suitable kit e.g. t-shirt/rugby top or sweatshirt and shorts or tracksuit bottoms and trainers + a life jacket (*which is provided for the purpose*) for training and regattas, as agreed with the coach.
- Take care of equipment which belongs to the club.
- Not smoke on club premises or whilst representing the club at competitions.
- Not consume alcohol or drugs of any kind on the club premises or whilst representing the club.
- Keep yourself safe.
- Report inappropriate behavior or risky situations for Junior members.
- Challenge or report the bullying of your friends or peers.
- Make your club a FUN place to be.

### You have the right to:

- Be safe and happy, and enjoy rowing in a protective environment.
- Join in on an equal basis, appropriate to your age, development and ability.
- Be listened to, be believed and to ask for help.
- Privacy.
- Be protected from abuse by other members or outside sources.
- Be referred to professional help if needed.
- Experience competition and the desire to win.

Any misdemeanors and general misbehavior will be dealt with by the immediate coach and reported verbally to the Club Welfare Officer. Persistent misbehavior will result in dismissal from the club. Parents will be informed at all stages.

Dismissals can be appealed to the coach/ coordinator, with the final decision taken by the Club Management Committee.