



# SWANAGE Sea Rowing Club

Registered Charity CIO: 1155689

## Swanage Sea Rowing Club Junior Section

### Code of conduct for Coaches, Officials and Volunteers

(Adopted December 2022)

#### 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 behaviour 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 of 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 behaviour 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.