

STAR CLUB

CODE OF CONDUCT FOR CLUB COACHES, OFFICIALS, VOLUNTEERS AND MEMBERS

INTRODUCTION

Star Club adheres to British Rowing's 'Code of Conduct' issued in 2022. The Club is fully committed to providing a safe and enjoyable environment in which its members can strive to fulfil their potential in the sport of rowing and in which to socialise. The Club respects the rights, dignity and worth of every person regardless of age, disability, gender reassignment, marital status, race, ethnicity, religious belief, sex, sexuality or social and economic status. The Club is committed to everyone having the right to enjoy its facilities in an environment free from threat of intimidation, harassment and any behaviour that could be construed as abuse. All members have a responsibility to oppose discriminatory behaviour. The Club will deal with any incidents of such behaviour seriously, in accordance with the disciplinary procedures that form part of this Code. All members, and where appropriate, parents or carers of junior members and adults at risk, must abide by the following Code of Conduct in so far as it affects their participation in the Club.

THE CODE

1. STANDARDS OF CONDUCT FOR ALL PARTICIPANTS

- All members **must**:
 - Not behave or conduct themselves in any manner that could bring the Club's reputation into disrepute.
 - Not bring the sport of rowing, British Rowing, other affiliated Clubs and competitions into disrepute;
 - Display consistently high standards of behaviour and appearance in competitions, training and in the Clubhouse;
 - Adhere to the letter and spirit of British Rowing's Codes, Regulations, Rules and Policies and those of the Club and other competition authorities or relevant organisations;
 - Comply with British Rowing's Safeguarding, Anti-doping and Integrity Policies;
 - Ensure that all activities undertaken are appropriate to age, ability and experience of those taking part;
 - Promote the positive aspects of the sport (e.g. fair play and sportsmanship) and not carry out any acts for the purpose of cheating or the manipulation of competition;
 - Never engage in nor condone bad or abusive behaviour, rule violations, or the use of prohibitive substances;
 - Never use nor encourage others to use illicit drugs whilst participating in rowing or assisting others in rowing;
 - Respect the rights, dignity and worth of other participants, employees, coaches, volunteers and members;
 - Be respectful in their actions and language (both spoken and written);
 - Not engage in nor condone any form of bullying, discrimination or victimisation;
 - Not engage in nor condone acts of verbal and physical abuse;
 - Avoid inappropriate relationships which involve one person having a position of authority or influence over another; and

- Follow the relevant guidance on the use of social media (as stated on [British Rowing's Safeguarding webpage](#)) and not post on social media any content, which is inappropriate or offensive.
- All members **should**:
 - Not drink alcohol, or be under the influence of prior drinking of alcohol whilst participating in rowing, or coaching, officiating or assisting others in rowing;
 - Follow the directions of coaches, instructors, umpires and officials of a Club, Competition, or relevant organisation;
 - Be a positive role model at all times; and
 - Not act in any way that would result in an actual or potential conflict of interest.

2. ADDITIONAL STANDARDS OF CONDUCT FOR PARENTS OR CARERS OF CHILDREN OR ADULTS AT RISK

- Parents/Carers **must**:
 - Not force children or adults at risk to participate in the sport or place undue pressure on them; and
 - Conduct themselves with respect for coaches and officials of the Club, Event or Competition and other participants, supporters, members or parents/carers and guardians.
- Parents/Carers **should**:
 - Encourage learning and enjoyment of all aspects of involvement in rowing;
 - Work with the Club and/or coach to ensure that the level and type of participation is appropriate to their child, or adult's stage of development;
 - Ensure that their child or the adult understand the requirement to follow the Club's rules and those of Events or Competitions; and
 - Ensure that they understand the basis of good safeguarding and their child or adult's commitment to clean sport.

3. ADDITIONAL STANDARDS OF CONDUCT FOR COACHES, INSTRUCTORS, OFFICIALS AND UMPIRES

- Coaches and others involved in performance **must**:
 - Comply with British Rowing's [RowSafe](#) guidance at all times;
 - Not assume responsibility for any role which they are not qualified or prepared for, or mislead others as to the level of their qualification or competence;
 - Act equitably in officiating and combat discrimination on the basis of gender, age, race, colour, sexual orientation and economic status;
 - Consider the well-being and safety of participants before the development of performance and not force anyone to participate in the sport or place undue pressure on them;
 - Be totally impartial in matters of crew selection, which should be made on the basis of ability and crew compatibility;
 - Not allow any form of behaviour that might violate British Rowing's policies and guidelines to go unchallenged;
 - Take action to report to the Club's management concerns they may have about behaviour towards any participant in accordance with British Rowing's policies and guidelines including anti-bullying;

- Develop an appropriate working relationship with athletes, coaches and officials, based on mutual trust, respect and impartiality and maintain an environment free of fear and harassment;
 - Condemn cheating, manipulation of competition, the use of prohibited substances or methods and take responsibility for guidance on these matters;
 - Observe appropriate boundaries and relationships with participants;
 - Avoid sexual intimacy with participants;
 - Ensure any physical contact is appropriate and necessary and is carried out in an appropriate manner and with the full consent and approval of the participant;
 - Never exert undue influence over athletes to obtain personal benefit or reward;
 - Maintain confidentiality and comply with relevant data protection legislation; and
 - Hold appropriate insurance cover.
- Coaches and others involved in performance **should**:
 - Maintain an environment of inclusivity;
 - Be aware of the physical and emotional needs of all participants (especially at the development phase) and ensure that training loads and intensities accord with [British Rowing's How Much and How Often and Rower Development Guide](#);
 - Ensure the health, safety and well-being of all Participants; and
 - Make a commitment to providing a high-quality service.

4. ADDITIONAL STANDARDS OF CONDUCT FOR ANY INDIVIDUAL WORKING WITH CHILDREN

In addition to the above, anyone working with children (rowers and coxes under 18) **must** be familiar with, comply with and promote the British Rowing Safeguarding Young People Policy and [Safeguarding Handbooks](#).

- Individuals **must**:
 - Recognise that the welfare of children is paramount and the primary consideration that overrides the rights and needs of adults working with them;
 - Follow British Rowing's guidance on the use of social media as contained in [Safeguarding Handbook 4](#), Safety in the Digital World;
 - Apply the guidance in [Safeguarding Handbook 3](#), Clubs Training and Competition Guidance in applying proper boundaries and relationships with children both in face to face and virtual contact;
 - Avoid working with children in situations where a child or children are unobserved;
 - Work with a child's parent/carer or guardian to ensure the level and type of participation is appropriate to the child's stage of development; and
 - Hold relevant DBS clearance.

5. ADDITIONAL STANDARDS OF CONDUCT FOR ANY INDIVIDUAL WORKING WITH ADULTS AT RISK

In addition to the above, anyone working with adults who have care and support needs **must** be familiar with, comply with and promote the British Rowing Safeguarding Adults at Risk Policy and Guidance documents.

- Individuals **must**:
 - Recognise that the welfare of the adult is paramount and that their protection is the primary consideration and overrides any other;
 - Treat all Participants with dignity and respect;

- Observe appropriate boundaries and relationships;
- Work with any carer to ensure that the level of participation is appropriate to the adult;
- In consultation with any carer, ensure that the level of participation is appropriate to the needs of the adult; and
- Enshrine the rights of any adult at risk to be involved in the safeguarding process that concerns them.

6. BREACHES OF THE CODE

- In accordance with [British Rowing Guidelines on Grievance and Disciplinary Procedures in Rowing](#), most concerns will be dealt with informally by a combination of the Club's Welfare Officer and/or the Captain.
- If a satisfactory resolution cannot be dealt with informally as described above, or if the concerns are of a significant nature and/or are not appropriate to be dealt with by the Welfare Officer and/or the Captain, then the alleged breach will be dealt with by the formal resolution procedure described below.
- The formal process afforded to a member will follow the '[British Rowing Guidelines on Grievance and Disciplinary Procedures in Rowing](#)'.
- The aim of the formal procedure is to provide a framework within which the Club can work with members to maintain behaviours consistent with the Code of Conduct and to encourage improvement where necessary. The Club aims to deal with any matter fairly, ensuring that the member is provided with the following:
 - Formal process, including where appropriate, access to mediation before appointing a formal panel;
 - A written statement of the allegations, together with witness statements, if appropriate;
 - A hearing before panel members delegated by the Management Board; and
 - A written record of the hearing and the subsequent discussion by the Management Board
- Following an investigation and hearing, if it is considered that grounds for disciplinary action exist, the member will be informed in writing.
- Available sanctions will include but are not limited to:
 - Time-limited ban from the Club bar;
 - Time-limited ban from water or training activities;
 - Time-limited ban from using Club equipment;
 - Suspension from the Club; and
 - Expulsion from the Club
- The member will only have the right to appeal if the circumstances fall within the ambit of '[British Rowing Guidelines on Grievance and Disciplinary Procedures in Rowing](#)'. A panel convened in accordance with such Guidelines will hear the appeal.
- The member will be provided with a written record of the appeal hearing and subsequent decision.

7. WHISTLE BLOWING

- The Club is committed to maintaining the highest standards of integrity and accountability and is committed to a culture of openness to protect the Club's reputation. In this respect, the Club subscribes to British Rowing's '[Whistleblowing Policy](#)'.

- In the first instance, members who believe that a breach of the Code has occurred are encouraged to contact a member of the Management Board to discuss their concerns. In the event that the member believes that the Management Board has not dealt with the matter appropriately, they are entitled to contact British Rowing with their concerns. It remains the case that members, should they so wish, may contact British Rowing on an anonymous basis without resort to the Management Board.
- The Whistle Blowing policy applies to all aspects of the Code of Conduct and may include as an example:
 - Actions that bring the Club or the sport into disrepute;
 - Breaches of British Rowing's rules, regulations, codes or policies;
 - Breaches of Safeguarding and Protecting Children or Adults at Risk Policies;
 - Serious Health and Safety Risks;
 - Abuse of authority; and
 - Any other unethical behaviour.
- The Club is committed to cooperating fully with all enquiries made by British Rowing in this respect.

STAR CLUB MANAGEMENT BOARD
7 OCTOBER 2022