

**Leeds Rowing Club Constitution**  
**Status: Approved at October 2016 AGM**  
**Date: 01/10/2016**



**Appendix 5: Codes of Conduct**

First Approved at AGM September 2009

**1. CODE OF CONDUCT FOR PARENTS/CARERS AND SPECTATORS**

All spectators must

- Discourage unfair play and arguing with officials.
- Publicly accept officials' judgements.
- Set a good example by recognising fair play and applauding the good performances of all.
- Condemn violence
- Not ridicule rowers who make mistakes or lose
- Use correct and proper language at all times.
- Display respect to club and regatta officials, players and coaches of both teams
- Act with consideration towards other persons on the waterside or using the water

Every parent/carer should

- Encourage their child to learn the rules and play within them.
- Help their child to recognise good performance, not just results.
- Never force their child to take part in sport.
- Never punish or belittle a child for losing or making mistakes.
- Support their child's involvement and help them to enjoy their sport.
- Encourage and assist punctual attendance at training sessions and fixtures

**2. CODE OF CONDUCT FOR CLUB OFFICIALS AND VOLUNTEERS**

The essence of good ethical conduct and practice is summarised below.

All club officials and volunteers must:

- Treat everyone equally and sensitively regardless of their gender, ethnicity, cultural background, age, sexual orientation or political affiliation.
- Consider the well-being and safety of participants before the development of performance.
- Develop an appropriate working relationship with rowers and coxes, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those taking part
- Promote the positive aspects of the sport (e.g. fair play)
- Display consistently high standards of behaviour and appearance
- Follow all guidelines laid down by British Rowing and the club
- Hold the appropriate, valid qualifications and insurance cover
- Never exert undue influence over performers to obtain personal benefit or reward
- Never condone rule violations, rough play or the use of prohibited substances
- Ensure all equipment and facilities meet appropriate safety standards.
- Show respect to regatta officials, coaches and rowers of your own and other clubs

### **3. CODE OF CONDUCT FOR COACHES**

Coaches are key to the establishment of ethics in all sports. Their concept of ethics and their attitude directly affects the behaviour of rowers under their supervision. Coaches are, therefore, expected to pay particular care to the moral aspect of their conduct.

Coaches have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications.

It is natural that winning constitutes a basic concern for coaches. This code is not intended to conflict with that. However, the code calls for coaches to disassociate themselves from a "win-at-all-costs" attitude.

Increased responsibility is requested from coaches involved in coaching young people. The health, safety, welfare and moral education of young people are a first priority, before the achievement or the reputation of the club, school, coach or parent.

- Coaches must-respect the rights, dignity and worth of each and every person and treat each equally within the context of rowing.
- Coaches must place the well-being and safety of each rower above all other considerations, including the development of performance.
- Coaches must adhere to all guidelines laid down by governing bodies.
- Coaches must develop an appropriate working relationship with each rower based on mutual trust and respect.
- Coaches must not exert undue influence to obtain personal benefit or reward.
- Coaches must encourage and guide rowers to accept responsibility for their own behaviour and performance.
- Coaches must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of rowers.
- Coaches should, at the outset, clarify with rowers and coxes (and, where appropriate, parent) exactly what is expected of them and also what they are entitled to expect from their coach.
- Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the rower.
- Coaches must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the British Rowing Regulations, behaviour contrary to the spirit of BRITISH ROWING regulations or the use of prohibited substances.
- Coaches must consistently display high standards of behaviour and appearance.
- Coaches must not use or tolerate inappropriate language.

### **4. CODE OF CONDUCT FOR ROWERS AND COXSWAINS**

Rowers and coxswains (coxes) are the most important people in our sport. Rowing for the team and club, and winning, are the most fundamental part of rowing. But not winning at any cost. Fair Play and respect for all others in the game is fundamentally important.

This Code focuses on athletes involved in top-class rowing. Nevertheless, the key concepts in the Code are valid for rowers at all levels. Where there is specific reference in this code to rowers, this term will at all time include coxes.

#### **Obligations towards rowing**

*All rowers should*

- Make every effort to develop their own sporting abilities, in terms of skill, technique, tactics and stamina.
- Give maximum effort and strive for the best possible performance during a regatta or competition, even if the team is in a position where the desired result has already been achieved.
- Set a positive example for others, particularly young players and supporters.
- Avoid all forms of 'gamesmanship', time-wasting, etc.
- Always have regard for the best interests of rowing, including where publicly expressing an opinion on the event and any particular aspect of it, including others involved in it.
- Accept the decision of Regatta and Competition Officials without protest.
- Avoid words or actions which may mislead any Official.
- Show due respect towards all Officials.
- Know and abide by the Laws, rules and spirit of rowing, and event-specific rules.
- Accept success and failure, victory and defeat, equally.
- Resist any temptation to take banned substances or use banned techniques.
- Never use or condone inappropriate language

### **Obligations towards one's own team**

*All rowers should*

- Make every effort consistent with Fair Play, BRITISH ROWING Regulations and Regatta Rules to help his or her own team win.
- Resist any influence which might, or might be seen to, bring into question his or her commitment to the team winning.
- Abide by the instructions of their Coach and Team Officials, provided they do not contradict the spirit of this Code.

### **Respect towards competing teams**

*All rowers should*

- Show due respect towards the members, coaches and officials of the competing team.
- Treat opponents with due respect at all times, irrespective of the result of the race or event.
- Safeguard the physical fitness of opponents, avoid violence and rough play, and help injured opponents.

### **Care for equipment**

*All rowers should*

- Take care to avoid damage to boats and other equipment
- Ensure sufficient people are involved in lifting and carrying boats - coxes are responsible for overseeing the movement of their crews' boats
- Report damage to boats and equipment and ensure an appropriate entry is made in the Equipment Log
- Use only boats which are in a safe and proper state of maintenance

### **Obligations towards the Supporters and others**

*All rowers should*

- Show due respect to the interests of supporters
- Act with consideration towards other persons on the waterside or using the water

## 5. ANTI-BULLYING POLICY

### Statement of intent

The committee and officers of Leeds Rowing Club are committed to providing a caring, friendly and safe environment for all of our members so that they can train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club, we take it seriously and bullying will not be tolerated. If bullying does occur, all rowers and / or parents of rowers should be able to tell and know that incidents will be dealt with promptly, supportively and effectively. Anyone who knows that bullying is happening is expected to tell the club welfare officer or any committee member.

### What is bullying?

There is no standard form of bullying – bullying is any behaviour which can ***reasonably be perceived*** as offensive, threatening, hurtful or insulting. Bullying is extremely serious and causes considerable pain or distress to the individual or individuals affected. Examples of bullying are:

- **Emotional bullying**– being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding kit or equipment, threatening gestures)
- **Physical bullying**– pushing, kicking, hitting, punching or any use of violence
- **Racist bullying** – racial taunts, graffiti, gestures
- **Sexual bullying** – unwanted physical contact or sexually abusive comments
- **Homophobic bullying** – because of, or focusing on the issue of sexuality
- **Verbal bullying** – name-calling, sarcasm, spreading rumours, teasing, threats

This list is not intended to be exhaustive and any unwanted and unreciprocated hurtful behaviour towards another member of the club may fall under this policy.

Signs that someone is being bullied may include:

- says he/she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn, anxious, or lacking in confidence
- feels ill before training sessions
- has clothes torn or possessions damaged whilst at the club
- has possessions go 'missing' from the club
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

It is not only children who bully and / or are bullied. Adults can also be severely affected and it is important to show due consideration to all ages of members within the club.

All club members and parents of club members should be aware of these possible signs and if they become apparent, they should discuss their concerns with the individual and / or report the situation to a member of the club committee as soon as possible. The club will always take such concerns seriously and will decide on the most appropriate way forward, which may include a full investigation.

In more extreme cases a wide range of other emotional or behavioural problems may present, which may be for other reasons, but bullying should always be considered a possibility and should be investigated.

### Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Rowers who are bullying need to learn different ways of behaving. This club has a responsibility to respond promptly and effectively to issues of bullying.

## **Procedures**

1. Report bullying incidents to the club welfare officer or a member of the committee.
2. In cases of serious bullying, the incidents will be referred to BRITISH ROWING for advice.
3. In any case where a child is involved, parents will be informed and will be asked to come to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. All bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully/bullies change their behaviour and to mediate between the parties.
7. If mediation fails and the bullying is seen to continue, the club will initiate disciplinary action under the club constitution.

## **Recommended club action**

If the club decides it is appropriate to deal with the situation ourselves we will follow the procedure outlined below.

PLEASE NOTE: Where the allegation involves a person under the age of 18, parents will be involved throughout any formal procedure and may be present at all times.

1. Reconciliation by getting the parties together. It may be that an honest discussion and genuine apology solves the problem.
2. If this fails / is not appropriate, a small panel (made up from chairman, club welfare officer, secretary or committee members) will meet with the person who feels they are being bullied to get details of the allegation. Minutes will be taken for clarity, which should be agreed by all as a true account.
3. The same panel will then meet with the person who it is alleged to be bullying and put the incident raised to them to answer and give their view of the allegation. Minutes will again be taken and agreed.
4. If bullying has, in the view of the panel, taken place, the bully will be given a formal warning and be put on notice of further action which may include temporary or permanent suspension if the bullying continues. Further action may also include training or mentoring for the bully and consideration will be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases where a child is involved, the parent of the bully or bullied rower may be asked to attend training sessions, if they are able to do so and if thought appropriate.
6. The club committee will monitor the situation for a given period to ensure the bullying is not being repeated.
7. All coaches involved with both the rowers concerned should be made aware of the concerns and outcome of the process i.e. the warning.

In the case of adults reported to be bullying rowers under 18

1. British Rowing will always be informed and will advise on action to be taken.
2. It is anticipated that in most cases where the allegation is made regarding a teacher or coach, child protection awareness training will be recommended.
3. More serious cases may be referred to the police, social services or British Rowing disciplinary procedure.
4. In cases where a coach or teacher who is employed by an outside organisation is implicated, the matter will be referred to British Rowing and to the person's line manager or as detailed in that person's employment contract.

Leeds Rowing Club aims to ensure an open and caring environment and will undertake any action considered necessary to protect and support its members. Please feel free to approach any committee member for formal or informal help at any time.