



## **CODE OF CONDUCT FOR STAFF, COACHES & VOLUNTEERS**

A Code of Conduct has a number of important functions, as listed below:

- sets out what behaviour is acceptable and unacceptable
- defines standards of practice expected from those to whom it applies
- forms the basis for challenging and improving practice
- helps to safeguard staff/volunteers by encouraging them to adhere to agreed standards of practice
- sets out for children and parents/carers the standards of practice which they and the organisation should expect from those who work/volunteer with children.

**Scottish Pentathlon** supports and requires ***all*** members to observe the following standards of practice, including verbal and non-verbal actions when involved in activities with children.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with **Scottish Pentathlon** Complaints Policy\*, Performance Management\*, Disciplinary Procedure and/or Procedure for Responding to Concerns about Child Abuse\*.

### **GOOD PRACTICE**

- Make sport fun, enjoyable and promote fair play.
- Treat everyone equally, with respect, dignity and fairness.
- Involve parents/carers of participants (under-16's) wherever possible.
- Build balanced relationships based on mutual trust.
- Include children in the decision-making process wherever possible.
- Always work in an open environment, wherever possible. Avoid private or unobserved situations.
- Put the welfare of each child first before winning or achieving performance goals.
- Be an excellent role model including not smoking or drinking alcohol in the company of participants.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of children.
- Avoid excessive training and competition, pushing children/athletes against their will and putting undue pressure on them.

### **PRACTICE TO BE AVOIDED**

In the context of your role within **Scottish Pentathlon**, the following should be avoided:

- Having 'favourites' – this could lead to resentment and jealousy by other members and could be misinterpreted by others.
- Spending excessive amounts of time alone with children/athletes away from others.
- Entering children's bedrooms on trips away from home, unless in an emergency situation or in the interest of health and safety.  
**Please note:** If it is necessary to enter rooms, knock and say that you are coming in. The door should remain open, if appropriate.
- Where possible, doing things of a personal nature for children that they can do for themselves.

**UNACCEPTABLE PRACTICE**

In the context of your role within **Scottish Pentathlon**, the following practices are unacceptable:

- Engaging in sexually provocative games, including horseplay.
- Engaging in rough or physical contact unless it is permitted within the rules of the game or competition.
- Forming intimate emotional, physical or sexual relationships with children/members.
- Allowing or engaging in touching a child/member in a sexually suggestive manner.
- Allowing children/members to swear or use sexualised language unchallenged.
- Making sexually suggestive comments to a child/member, even in fun.
- Reducing a child/member to tears as a form of control.
- Allowing allegations made by a child/member to go unchallenged, unrecorded or not acted upon.
- Inviting or allowing children to stay with you at your home.
- A Coach and/or other leader sharing a room alone with a child.

**Sign-up:**

**I have read and agree to abide by this Code of Conduct.**

**I have also read and agree to abide by the Scottish Pentathlon Child Protection Policy, Procedures and Guidelines.**

Print: \_\_\_\_\_ Signature: \_\_\_\_\_ Date \_\_\_/\_\_\_/\_\_\_

Position: \_\_\_\_\_

**Child Protection Officer/Club Secretary**

Print: \_\_\_\_\_ Signature: \_\_\_\_\_ Date \_\_\_/\_\_\_/\_\_\_



## **CODE OF CONDUCT FOR PARENTS/CARERS**

The essential elements of character building and ethics in sports are embodied in the concept of sportsmanship and six core principles: trustworthiness, respect, responsibility, fairness, caring, and good citizenship. The highest potential of sports is achieved when competition reflects these "six pillars of character."

***I therefore agree:***

<b>I WILL ALWAYS:</b>
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- Remember that children participate to have fun in sport, as well as compete.
- Inform the coach of any physical disability or ailment that may affect the safety of my child or the safety of others.
- Learn the rules of the sport and the policies of the club/organisation.
- (and my guests) be a positive role model for my child and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all participants, coaches, officials and spectators at every event, practice or competition.
- Teach my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- Demand that my child treat other participants, coaches, officials and spectators with equal respect regardless of their: Age, Ability, Gender, Marital Status, Ethnicity, beliefs (religious or otherwise) or their sexual orientation.
- Teach my child that doing one's best is more important than winning, so that my child will never feel defeated by the outcome of his/her performance.
- Praise my child for competing fairly and trying hard, and make my child feel like a winner every time.
- Emphasise skill development and practices and how they benefit my child over winning.
- Promote the emotional and physical well-being of the athletes ahead of any personal desire I may have for my child to win.
- Respect the officials/stewards and their authority during events/competitions and will never question, discuss, or confront coaches at the game field, and will take time to speak with coaches respectfully at an agreed upon time and place.
- Demand a sports environment for my child that is free from drugs, tobacco, and alcohol, and I will refrain from their use at all Pentathlon events & competitions.

**CODE OF CONDUCT FOR PARENTS/CARERS CONTINUED**

**I WILL NEVER:**

- Force my child to participate in sport.
- (and my guests) engage in any kind of unsportsmanlike conduct with any official/steward, coach, player, or parent such as booing and taunting, refusing to shake hands, or using profane language or gestures.
- Encourage any behaviours or practices that would endanger the health and well-being of the athletes.
- Ridicule or yell at my child or other participants for making a mistake, losing a competition or not trying hard enough.
- Refrain from coaching my child or other players during games and practices, unless I am one of the official coaches of the team/club.

**Sign-up:**

**I have read and agree to abide by this Code of Conduct.**

**I have also read and agree to abide by the Scottish Pentathlon Child Protection Policy, Procedures and Guidelines.**

**Name of parent/carer (print):** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Child's Name (print):** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_



## **CODE OF CONDUCT FOR ATHLETES/PARTICIPANTS**

### **As a responsible athlete you will:**

- Respect the rights, dignity and worth of every athlete, coach, official, steward and others involved in pentathlon/pentathlon related events and treat everyone equally.
- Uphold the same values of sportsmanship off the field as you do when engaged in pentathlon/pentathlon related events
- Cooperate fully with others involved in the sport such as coaches, officials, team managers, doctors, physiotherapists, sport scientists and representatives of the governing body in the best interests of the yourself and other athletes
- Consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances
- Anticipate and be responsible for your own needs including being organised, having the appropriate equipment and being on time
- Inform your coach of any other coaching that you are seeking or receiving
- Always thank the coaches and officials who enable you to participate in pentathlon/pentathlon related events

### **As a responsible athlete, when participating in or attending any pentathlon/pentathlon related activities, including training/coaching sessions and competition events you will:**

- Act with dignity and display courtesy and good manners towards others
- Avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse
- Challenge inappropriate behaviour and language by others
- Never engage in any inappropriate or illegal behaviour
- Avoid destructive behaviour and leave venues/hotels/facilities as you find them
- Not carry or consume alcohol and/or illegal substances.
- Avoid carrying any items that could be dangerous to yourself or others excluding athletics equipment used in the course of your athletics activity

**CODE OF CONDUCT FOR ATHLETES CONTINUED**

**In addition, athletes, especially young athletes and vulnerable adults, should follow these guidelines on safe participation in pentathlon/pentathlon related events**

- Notify a responsible adult if you have to go somewhere (why, where and when you will return)
- Do not respond if someone seeks private information unrelated to pentathlon such as personal information, home life information
- Strictly maintain boundaries between friendship and intimacy with a coach or official
- Never accept lifts in cars or invitations into homes on your own without the prior knowledge and consent of your parent/carer
- Use safe transport or travel arrangements
- Report any accidental injury, distress, misunderstanding or misinterpretation to your parents/carers and club Welfare/Child Protection Officer as soon as possible.
- Report any suspected misconduct by coaches or other people involved in pentathlon/pentathlon related events to the club Welfare/Child Protection Officer as soon as possible

**Sign-up:**

**I have read and agree to abide by this Code of Conduct.**

**Name of athlete:** \_\_\_\_\_

**Date signed:** \_\_\_\_\_

**Witnessed by:** \_\_\_\_\_

**(Child Protection Officer, if possible)**

**Date signed:** \_\_\_\_\_