



# HENLEY ROWING CLUB CODE OF CONDUCT

## 1. Our code of conduct and ethos

Henley Rowing Club is fully aligned and compliant with the British Rowing Code of Conduct described in the policy document on the British Rowing web site, <https://www.britishrowing.org/code-of-conduct/> and the other Guideline documents published on the British Rowing web site under the Safeguarding section, <https://www.britishrowing.org/about-us/safeguarding/>

By becoming a member or renewing your membership you confirm your compliance with these guidelines so please take the time to click on the link and read them.

As well as the expectations set out by British Rowing, the club has its own ethos. At Henley Rowing Club we believe in:

- **Fostering the joy of rowing for all irrespective of age, ambition or ability**
- **Encouraging and supporting all members to achieve the competitive level that they aspire to**

Every member, coach and parent/carer supporter is an ambassador of the club and is expected to behave in a way that is true to these beliefs and positively represents the club.

At Henley Rowing Club we believe that:

- **Everyone has the right to enjoy safe participation in rowing & determine their own goals**
- **Everyone has the right to be treated with respect and enjoy an environment free of discrimination on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.**
- **Everyone has the right to participate free from the threat or reality of verbal and physical abuse**
- **Everyone has the right to enjoy an environment free of sexual harassment or sexual abuse**
- **Everyone has the right to express their views, be listened to and be believed**
- **There is zero tolerance of sexist or racist language, including, 'banter.'**

We pride ourselves on the friendly and welcoming atmosphere that our members create by adhering to these beliefs. Anyone who does not comply will be subject to the disciplinary procedure. Persistent deviation will result in dismissal from the club (see complaints and disciplines policy and procedure).



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Detailed expectations for Parents/Carers, Coaches, Coaches of Juniors and Competitors are outlined in the British Rowing code of conduct as referenced above but, in summary, these are the key expectations the club has for each:

### **2. Parent/carers code of conduct**

**Listen to, respect and take into account children's views. Recognise their right to determine their participation:**

- children's health, safety and well-being come first
- winning is not everything; encourage participation primarily for enjoyment
- encourage your child to take responsibility for their own actions, performance and behaviour

**Support children's involvement in training, events and competitions:**

- encourage their effort
- be aware of the club's Welfare Team and their role
- provide consent for your child to participate in training, competition and events
- inform the coach of individual needs of your child that may affect their participation, including medical conditions or illness; ensure that this information is always kept up to date
- provide your child with equipment to suit the conditions, i.e., clothing suitable for cold/warmweather, a water bottle, and sunscreen.
- ensure that your child always has prescribed medication with them when training (e.g., Epipens, inhalers)
- receive information from the coach about the schedule of the programme of training and the rationale behind the activities
- assist the club in its duty to care for your child - don't treat the club as a child-minding service
- collect your child promptly at the end of sessions at the agreed time.

**Be a good role model at competitions and events:**

- encourage your child to accept all individuals and not to discriminate on the basis of their ability, gender, race, religion etc.
- act in a sporting way when supporting and spectating - don't swear, shout at or chastise children, officials, coaches, or others



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- accept that errors are an important part of learning - don't condemn your child for making them
- act with respect for the decisions of officials and coaches, and without criticism
- raise any concerns they have about a child or coach, or their behaviour, as soon as possible with the club's Welfare Team

### 3. Rowing Coaches - code of conduct

#### Ensure safe practice at all times:

- follow British Rowing water safety guidance and promote the execution of safe and correct practice
- ensure that the environment is as safe as possible by assessing and managing risk to an appropriate level

#### Continually develop:

- gain qualifications at a level appropriate to their coaching context
- follow a programme of continuous professional development
- practice an open and transparent approach that encourages other coaches to contribute to or learn from their knowledge and experience
- contribute to the development of coaching by sharing knowledge and ideas with others
- contribute to initiatives to promote the standards and quality of coaching and coaches
- learn about issues in the sport that might affect coaches or participants
- commit to providing a quality coaching service
- plan and prepare for all sessions so that they meet the needs of participants and are appropriate and progressive
- maintain appropriate records for participants

#### Follow British Rowing guidelines on coaching and safeguarding children and vulnerable adults:

- ensure that any physical contact is appropriate and necessary and is carried out within recommended guidelines, and with the participant's full consent and approval



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- avoid any form of sexually related contact, innuendo, flirting or inappropriate gestures when coaching, particularly with under-age participants
- avoid sexual intimacy with participants whilst coaching them, and also for a period of two years immediately following the end of the coaching relationship or following the junior's departure from the club, whichever is longer.

### **Coach in a participant focused way:**

- promote the welfare and best interests of participants
- assess each individual's needs, and support individuals to determine their goals
- assist the participant to access other appropriate services that could aid their development
- recognise the rights of participants to confer with other coaches and experts
- communicate and co-operate with other organisations and individuals in the best interests of the participants
- be aware of the physical needs of participants, especially those still growing and ensure that training loads and intensities are appropriate
- maintain the same level of interest when the athlete is sick or injured.

### **Be professional:**

- be transparent and accountable in their coaching practices
- accept responsibility
- clarify from the beginning of the coaching relationship what is expected of the participants and also what they can expect from the coach
- select crews in accordance with the Club's selection policies
- allow athletes access to an appropriate complaints' mechanism
- educate participants on the British Rowing policy on the use of performance enhancing drugs and supplements
- not drink alcohol, or be under the influence of prior drinking of alcohol, whilst participating in coaching, officiating or assisting others in rowing and while representing the Club.
- not use or encourage others to use any form of illegal drug whilst on club premises, or whilst representing the club at competitions rowing camps, presentations and other such situations



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### Ensure rowing is a positive recreational activity:

- maintain enjoyment of rowing by creating an environment free of fear and harassment
- promote the concept of a balanced lifestyle, supporting the well-being of the athlete both in and out of the sport
- aid participants' motivation
- avoid placing undue pressure on children

### Encourage personal empowerment:

- allow participants to express their own views and make their own decisions
- canvass and respect participants' reasons for rowing, even if they consider fun and participating more important than winning
- ensure that participants are fully informed of the requirements of the sport and the coaching programme
- respect participants' opinions when making decisions about their participation in the sport
- encourage participants to take responsibility for their own development and actions
- involve participants as part of the decision-making process.

### Communicate appropriately:

- follow the guidelines in the British Rowing Safeguarding and Protecting Children Booklet regarding communication with parents and young people
- communicate with and provide feedback to participants in a manner which reflects respect and care
- avoid criticising, or engaging in demeaning descriptions of others
- be discreet in any conversations about participants, coaches or other individuals
- discuss and agree with participants what information is confidential.
- clarify the nature of the coaching services being provided for participants
- inform participants and parents of juniors of the requirements of the sport
- discuss with parents and other relevant parties the potential impact of the coaching programme on junior participants
- inform athletes or their parents of any potential costs in accessing their coaching services.
- be positive role models and promote adherence to these codes of conduct
- display high standards in the use of language, manners, punctuality, preparation and presentation
- operate within the rules and spirit of rowing
- promote tolerance and act equitably in their coaching and combat discrimination on the basis of gender, age, race, colour, sexual orientation, political opinion etc.
- address any bullying between participants



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### 4. Coaches of Juniors - code of conduct

In addition to the requirements in Section 3, coaches of juniors must be familiar with and follow the Henley Rowing Club Safeguarding Policy and associated documents. They must also complete and renew the safeguarding course, as specified in the Henley Rowing Club Welfare policy.

#### Coach in a child-centered way:

- recognise that children have rights
- ensure that activities are appropriate for children
- consider the child's rights and needs before considering the champion
- work in partnership with the child's parents to ensure the child's needs are met
- keep holistic development as the core objective of participation in rowing
- respect the child's interests in activities other than in sports
- not force their aspirations and ambition on children
- respect the right to privacy of young athletes.

#### Emphasise quality of training over quantity:

- ensure that the level and type of participation is appropriate to their child's stage of development
- encourage children (particularly younger children) to play and experience a broad variety of sports
- promote individual progress, skill and development before winning in age group competition to help promote long term participation of children in the sport
- encourage the development of good technique before performances
- recognise that the stage and rate of development is not the same for all juniors and allow child participants to compete at their own current level
- emphasise the role that maturation has to play in age group competition
- ensure that children are not forced to train to excess - protect the right to health and rest
- coach juniors according to the British Rowing '*how much and how often*' junior guidelines.
- not drink alcohol, or be under the influence of prior drinking of alcohol, whilst participating in coaching, officiating or assisting others in rowing and whilst representing the club, including at competitions, on the premises of junior rowing camps, presentations and other such situations



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### 5. Code of Conduct for Athletes and Competitors

#### When practicing, training or competing at clubs, competitions and events:

- behave sensibly and follow all instructions from coaches
- take care of equipment owned by the club and do not use equipment belonging to others without their permission
- adhere also to British Rowing rules and guidelines
- act in accordance with the rules of any competition or event entered
- study in advance, understand, and follow the rules, regulations and guidelines of the competition/event entered with regards to safety, emergency procedures, boating, marshalling, and cancellation
- follow the directions of marshals, umpires and officials of the club/competition/event
- accept the decisions of officials of the event
- not take banned substances
- treat other competitors, coaches, other water users and officials of clubs, competitions and events with respect
- not threaten others nor engage in acts of verbal or physical abuse or other types of abuse.
- avoid inappropriate relationships with their coach
- keep to agreed timings, or inform the relevant person if they are going to be late
- not drink alcohol, or be under the influence of prior drinking of alcohol, whilst participating in coaching, officiating or assisting others in rowing and whilst representing the club.
- Do not use or encourage others to use any form of illegal drug whilst on club premises, or whilst representing the club at competitions rowing camps, presentations and other such situations

*The coach will discuss any inappropriate behaviour with you/your parents/carers and will refer to the committee, where necessary.*

WE ALSO REQUIRE JUNIOR ATHLETES TO COMPLETE THE ATTACHED SEPARATE DOCUMENT (SEE APPENDIX)



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## **Breaches of these Codes of Conduct**

These Codes of Conduct prohibit conduct ranging from serious criminal acts to unsportsmanlike behaviour or a lack of courtesy. Not all breaches will justify the taking of formal disciplinary action. We aim to resolve, formally or informally, any issues arising from breaches occurring within our own activities in accordance with our disciplinary and grievance procedures. Any significant or repeated breach of these Codes of Conduct may be investigated in accordance with British Rowing's Disciplinary and Grievance Regulations. Reports or complaints should be made in the first instance to the Henley Rowing Club Welfare Officer or another appropriate Club Officer. At Competitions, reports should be made to the Event Welfare Officer or Competition Organising Committee. (See complaints and disciplines policy and procedure).





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## APPENDIX

### Code of Conduct for Junior Members

Please read the Club's Code of Conduct Policy at [www.henleyrowingclub.co.uk/club-rules-and-policies/](http://www.henleyrowingclub.co.uk/club-rules-and-policies/) and sign and keep to the following:

- Understand and follow the rules and procedures of the club
- Be loyal to the club and be proud to be a part of it
- Be friendly, welcoming and supportive, particularly to new members
- Behave sensibly and follow all instructions from coaches
- Take your safety and the safety of others seriously and act in a safe manner at all times
- Be respectful in the way you communicate verbally, in writing and online, always considering the impact of any words or images on others and not posting on social media any content which is inappropriate or offensive
- Stay within the rules at events; show respect for officials and their decisions
- Take care of equipment owned by the club and do not use equipment belonging to others without their permission
- Respect the rights of all participants including competitors and other water users regardless of their age, gender, ability, race, cultural background or religious beliefs or sexual identity
- Do not use bad or abusive language – this applies equally to conversation and electronic communication
- Do not bully others, or take part in rough and dangerous play
- Keep to agreed timings for training sessions and competitions or inform your coach if you are going to be late
- Pay subscriptions and event fees promptly
- Never smoke, consume alcohol or use or encourage others to use any form of illegal drug whilst on club premises, or whilst representing the club at competitions rowing camps, presentations and other such situations
- Report behaviour or incidents which you think are not right
- Help to make your club a fun place to be



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Your coach will deal with any misbehaviour and refer it to the committee where necessary.

## **Declaration**

I understand the above Code and agree to abide by it while I am a member of Henley Rowing Club.

Name (print): \_\_\_\_\_

Signed: \_\_\_\_\_

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