



Code of Conduct for Club Officials and Volunteers

Walton Athletic Club (WAC) is fully committed to safeguarding and promoting the wellbeing of all its members, ensuring a positive and enjoyable experience for all. The club believes that it is important that members, coaches, volunteers and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others.

This code of conduct is separated into sections depending on the volunteer role.

OFFICIALS: As a responsible Official including track and field officials, official referees, starters and other applicable officials at a match involving WAC you are expected to:

1. Ensure that the Governing Body risk assessment procedures are complied with.
2. Follow all guidelines laid down by the National Governing Body and the Club.
3. Consider the wellbeing and safety of athletes.
4. Promote the positive aspects of the sport (e.g. fair play) and offer an encouraging and positive environment.
5. Make sure all activities are appropriate to the age, ability and experience of those taking part.
6. Whilst performing your official tasks in the vicinity of the event, display consistently high standards of behaviour and appearance and use appropriate language and behaviour. Develop an appropriate working relationship with athletes based on mutual trust and respect.
7. Show integrity and professionalism in your dealings with athletes and other adults.
8. Respect the rights, dignity and worth of every athlete and others involved in athletics and treat everyone equally.
9. Hold appropriate and valid qualifications.
10. Keep up-to-date with any changes in the relevant competition rules and seek the advice of others if necessary.
11. Never condone rule violations, rough play or use of prohibited substances.
12. Encourage and guide participants to accept responsibility for their own performance and behaviour.
13. Encourage athletes to value their performance and not just their results.
14. Act in a decisive, objective but friendly manner in your interaction with other officials, athletes, coaches and spectators and carry out your duties in an efficient and non-abrasive manner.
15. Work in a spirit of cooperation with other officials and do not interfere with their responsibilities.
16. Offer guidance and support to less experienced officials whenever appropriate.
17. Strictly maintain a clear boundary between friendship and intimacy with athletes and do not conduct inappropriate relationships with athletes. Relationship with athletes can cause significant problems for other athletes, coaches and team members, raising concerns of favouritism and/or victimisation should the relationship later end. Any violation of this could result in a technical official's licence being withdrawn. It may also be a criminal offence to conduct a relationship with an athlete aged under 16 years. It may also be a violation of your technical official's licence to form an intimate personal relationship with a vulnerable adult judged/officiated by you.

TEAM MANAGER: As a responsible Team Manager you are expected to:

1. Notify all athletes and, as applicable, parent/carers of athletes under 18 of the times and venues of any competition and of appropriate contact telephone numbers for the day of the event.
2. Attend all relevant matches and ensure that athletes are aware of their respective event and provide guidance as required to the location of the event and registration details.
3. Liaise with the host club in relation to entries, official requirements and results.
4. Liaise with junior members' parents/guardians if they become involved in an accident or a serious breach of safety or discipline while under your care.
5. Respect the rights, dignity and worth of every athlete, coach, technical official and others involved in athletics and treat everyone equally.
6. 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.
7. Act with dignity and display courtesy and good manners towards others.

8. 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.
9. Challenge inappropriate behaviour and language by others.

ALL OTHER VOLUNTEERS: As a responsible Volunteer for WAC you are expected to:

1. Follow the instructions provided.
2. Be respectful of the privacy of others and not to share any information which you have obtained during your volunteer role without prior consent. This includes the sharing of information on social media without consent.
3. Whilst performing your related tasks, uphold the standards of behaviour and appearance which are likely to be expected of someone in your role.
4. Show integrity and show mutual respect for others.
5. Give equal treatment and respect to all.

Sanctions:

This code of conduct will be enforced by the Committee. Sanctions may include a verbal/written warning, temporary suspension or, in extreme cases, permanent suspension from duties. The club may also have a duty to report serious breaches to the relevant Governing Bodies.

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