



Swad Arrows Ski Club

Code of Conduct and Ethics

Coaches and Instructors

The Swad Arrows Ski Club is a friendly Club! We are not just developing skiing skills; we are about teaching all our members to support and respect friends and the adults in the Club; but most of all our ethos is for our members to accept the challenge of skiing, like any sporting activity that challenges, giving encouragement to each other.

We value our instructors, coaches and other volunteers who dedicate their skills, experience, and time to encourage and develop all our skiers.

All coaches / instructors must:

Help us create a welcoming environment by:

- Recognise that participants in Snowsport, regardless of age, ability or disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, socioeconomic status, sex, or sexual orientation, all have the right to participate in Snowsport in a fun and safe environment and have the right to protection from harm.
- Not engage in, or tolerate behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying - either online or face to face)
- Promote the welfare and best interests of skiers, always being a positive role model.
- Promote the concept of a balanced lifestyle, supporting the well-being of the performer both in and out of Snowsport.
- Be fair, honest and considerate to everyone in Snowsport.

Help us create a safe environment by:

- Create and maintain an environment free of fear and harassment for all participants, parents, volunteers, officials, and coaches.
- Recognise the rights of all participants to be treated as individuals.
- Not engage in or tolerate behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying - either online or face to face).
- Avoid sexual intimacy with performers either while coaching them or in the period immediately following the end of the coaching relationship.
- Report any concerns in relation to a child, following the procedures in SnowSafe Children and Young People.
- Not use or tolerate the use of inappropriate language.
- Follow all guidelines laid down by Snowsport England and the Club.
- Keeping your licence, DBS and Safeguarding training up to date.



Help us encourage good performance by:

- Ensure that the activities they direct, or advocate are appropriate for the age, maturity, experience, and ability of the participant.
- Encourage participants to value their performances and not just results.
- Promote the positive aspects of Snowsport (e.g. fair play and support for others).
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Never condone rule violations, bad sportsmanship, or the use of prohibited substances.
- Encourage all participants to respect the decision of officials and avoid arguing with officials.
- Be professional and accept responsibility for their actions.
- Clarify the nature of the coaching services being offered to performers.
- Promote the execution of safe and correct practice ensuring the environment is as safe as possible, considering and assessing possible risks.
- Contribute to the development of coaching as a profession by exchanging knowledge and ideas with others and by working in partnership with other agencies and professionals.
- Gain instructors / coaching qualifications appropriate to the level at which they coach.
- Hold an up to date nationally recognised Governing Body license and operate within Snowsport England's Governing Body's guidelines.

Help us create safe communication by:

- Follow club procedures when communicating with children by telephone, e mail, other social media, or virtual activities.
- Abide by all the club's Policies including Communication, Transport, Photographs and Social Media.
- Not use the internet or social media to make derogatory remarks about other people involved in Snowsport, or clubs, or anything related to Snowsport that could be interpreted as wrong, unkind or that could bring the sport into disrepute.

All Coaches and Instructors sign up to and abide by Snowsport England's SnowSafe Policy and the Swad Arrows Ski Club Code of Conduct and Ethics for Coaches and Instructors. This information is retained by the club, together with references, licence, training, and valid DBS whilst the Coach or Instructor is working for the club.

Any misdemeanours or breach of this code of conduct will be dealt with immediately by the Head Coach, Club Chairman or Club Welfare Officer.

Serious or persistent concerns or breaches will result in the individual being asked to leave the club.

Date last reviewed: 8 August 2025, Committee approval

