



# Swad Arrows Ski Club

## Code of Conduct and Ethics

### Volunteers and Officials

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 volunteers and officials must:**

Help us create a welcoming environment by:

- Treat everyone equally and not discriminate on the grounds of age, ability or disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, socioeconomic status, sex or sexual orientation.
- Not engage in or tolerate behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying - either online or face to face).
- Not condone, or allow to go unchallenged, any form of discrimination if witnessed.
- Develop an appropriate working relationship with participants, whether skiers, parents, volunteers, coaches, or anyone involved in the club, based on mutual trust and respect.
- Display consistently high standards of behaviour and appearance.
- Promote the club in a positive light.

Help us create a safe environment by:

- Consider the well-being and safety of participants before the development of performance.
- Never exert undue influence over performers to obtain personal benefit or reward.
- Respecting the coaching being provided by instructors/coaches. Each task given is designed to safely work on one element of skiing. Distracting young skiers with additional guidance could not only confuse the lesson but could also impact on the progress being made with their skiing.
- Report any concerns in relation to a child, following the procedures in SnowSafe Children and Young People.
- Follow all guidelines laid down by Snowsport England and the Club.
- Keeping your DBS and Safeguarding training up to date.

Help us encourage good performance by:

- 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.



Help us create safe communication by:

- Follow club procedures when communicating with children by telephone, email or other social media or other virtual activities.
- 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.

England's SnowSafe Policy and the Swad Arrows Ski Club Code of Conduct and Ethics for volunteers and officials. This information will be held for the time you continue to be a volunteer with Swad Arrows Ski Club, after which it will be destroyed.

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.

*Review date: 8 August 2025, Committee approval*

