

CODES OF CONDUCT

FOR MEMBERS, VOLUNTEERS, STAFF,
AND BOARD



***GREAT BRITAIN
WHEELCHAIR RUGBY***



GBWR



MESSAGE FROM THE CHAIR

Early in 2013 GBWR set about developing a new strategic plan and asked members to think about the values that they thought were important for our sport. Following a period of consultation GBWR and its members agreed on the core values we expect to see from everyone involved in wheelchair rugby in Great Britain.

As these are the values we all think are important in our sport, it is vital that we make them real and that our behaviour reflects them. If we do this then as well as creating an organisation which we can enjoy and be proud of being part of, we will also protect the reputation of wheelchair rugby in Great Britain. Ultimately this means that each of us must know that we are doing the right things. This means acting honestly and treating each other and our partners fairly and with dignity. These codes of conduct are our guide to the appropriate behaviours which will ensure we live our core values and do the right thing.

As part of the 2022 GBWR rebrand, we also revisited our mission and vision, re-energising these with a philosophy that underpins all that we do.

Ed Warner OBE, Chair





GBWR



PHILOSOPHY

Everybody has a true force within them. Wheelchair rugby exists to help people find it, explore it, and show it.

MISSION

To lead, promote, and grow vibrant and inclusive wheelchair rugby communities, and continually achieve success on the global stage.

VISION

To be a world-class sporting organisation that sets the standard in participation, elite performance, and promotion in disability sport.



VALUES

Everyone involved with GBWR is expected to follow the core values of our sport:

Enjoyment We want everyone who includes wheelchair rugby in their lives, whether as a player, a member of staff, an official or a volunteer, to love everything about the sport: the excitement, its contact and the feeling of belonging to a community.

Excellence Everyone involved will strive to be the best at everything they do.

Trust The wheelchair rugby family believes in honesty, integrity and fair play.

Respect People involved with the game and all who come into contact with the sport have respect for one another.

Inclusiveness Wheelchair rugby is open to anyone who shares our values of the sport. People will help each other to reach their goals: treating them fairly and equally.

Teamwork All those in wheelchair rugby are part of a team and part of the wheelchair rugby family.

For further information about GBWR, please visit gbwr.org.uk.



OVERVIEW

Who does this apply to?

These codes of conduct apply to all involved with the sport in Great Britain, and that includes board and committee members, staff (including employees and contractors), members, and volunteers. It also means that we will only work with partners who respect our values and demonstrate a commitment to them.

For those in leadership positions, these codes should be read alongside the terms of reference for any board, committee, or group you participate, eg the board or governance and finance committee.

What is expected of everyone?

We should all seek to model appropriate conduct. We should consider our actions at all times and ask ourselves:

- Is it consistent with our core values and this code?
- Is it legal?
- Will it reflect well upon me, our sport, and GBWR?
- Would I be happy for everyone to know about it?

If the answer is 'No' to any of these questions, then don't do it!

If you are uncertain, then ask for guidance. Depending on who you are and the situation you find yourself in this may come from a variety of sources, for example, a:

- trustee/director may need to seek the advice of the chair or legal counsel
- member of staff may need to seek the advice of the CEO/senior leadership team (SLT)
- club member or volunteer may need to consult with their club development manager or the club chair
- GB coach may need to consult with the head of performance support and science
- team manager may need to consult with the safeguarding team

In all cases there may also be GBWR or club policies and guidance to support your decision making.

Expected minimum standards of behaviour and conduct

We must all act within the law, with integrity and honesty in everything we do and be accountable for our actions. By doing this we reflect positively on our values and we make our sport attractive to anyone who wants to play a part in it.



ALL PARTICIPANTS

As a participant in wheelchair rugby, I will fulfil the values of the sport by adhering to the code of conduct as set out below. For clarity, participant refers to employees, staff members, members, volunteers, and anyone else involved in wheelchair rugby.

Respect

I agree to:

- respect the rules, regulations and requirements of wheelchair rugby including as they apply to any competitions and/or events that I am involved in
- respect the reputation of the sport and each individual involved in it - I will not take any action or make inappropriate comments about a fellow participant, coach, official, volunteer, or member of GBWR staff that will bring the sport or those associated with delivering the sport into disrepute (including making comments on social media, to which end I will respect GBWR guidance and policies on social media)
- respect the result of the game - I will not offer or accept any attempts to influence the game
- demonstrate integrity by not betting on a game that I have any involvement with
- abide by all GBWR policies and pay particular attention to ensuring that the requirements of the GBWR safeguarding, equality and diversity, financial, harassment, and anti-bullying policies are met and social media guidance is followed
- display modesty in victory and graciousness in defeat; be sporting – whether I win or lose, always respectfully acknowledge the other team and the officials at the end of the game
- never argue with an official or participant during a game and listen to and co-operate with officials' decisions
- always act within the law

Enjoyment

I agree to:

- promote enjoyment of the game for myself and others - I agree to abide by this code of conduct and to actively promote it to others
- take responsibility for creating a positive and welcoming environment which is free from the threat of intimidation and harassment
- never undermine others' enjoyment of the sport or my performance by drinking alcoholic drinks or smoking while undertaking any role or responsibility for children or adults at risk

Excellence

I agree to:

- strive for excellence within the role that I undertake within wheelchair rugby and always conduct myself in an appropriate manner
- be on time, dressed appropriately, and ready to give my full attention to the role I am carrying out within GBWR or my club
- promote the positive aspects of the sport and challenge and report immediately any concerns related to the use of inappropriate or abusive language or behaviour (including potentially inappropriate relationships, bullying, harassment, discrimination, or physical violence)
- promote the reputation of the sport and take all possible steps to prevent it being brought into disrepute
- promote an open and transparent environment where everyone feels comfortable about raising and addressing concerns without fear of retaliation



Teamwork

I will ensure that I:

- acknowledge the rights of all people involved in wheelchair rugby
- will be aware of the rights of children and adults at risk and ensure that I follow GBWR's safeguarding policies and guidance
- respect confidentiality and the sensitivities of information about others
- will always recognise the achievements of others and applaud their successes
- will control my temper - I understand that verbal, emotional, and physical abuse of officials, coaches, spectators, or participants, or deliberately distracting or provoking a participant, coach, or official is not acceptable or permitted behaviour in wheelchair rugby
- will be polite and courteous in my dealings with others in the sport
- will seek to protect myself and others involved in the sport from verbal abuse and threatening or intimidating behaviour
- will always participate in the spirit of fair play

Trust

I agree to:

- never abuse or misuse any relationship or position of trust, power or influence that I hold
- ensure that everyone has the opportunity to play in a fair, honest environment by rejecting cheating, following the anti-doping policies and not taking illegal substances while involved in the sport
- never abuse GBWR assets for personal benefit or the benefit of anyone other than the sport

Inclusiveness

I will always:

- seek to demonstrate my recognition of the value of the different qualities and attributes each person brings to the sport
- welcome new members, volunteers and co-operate with members, colleagues, coaches, officials and administrators already in the sport
- take responsibility for opposing discriminatory behaviours and for promoting equality of opportunity
- acknowledge the right of anyone to have an equal opportunity to take part in the sport in a role which is suitable and appropriate to them



VOLUNTEERS

The code of conduct for all participants states the values and standards expected at all times. In addition to these, when I am acting in my capacity as coach, club welfare officer, table official, referee, team manager, classifier, tutor, or volunteer I will also:

- be a positive role model for wheelchair rugby by acting in a way that projects a positive image of my role within wheelchair rugby and being fair, considerate, and honest with participants and officials
- display high standards in my language, manner, punctuality, preparation, and presentation to ensure that all time spent with me by participants or colleagues is a positive experience
- be familiar with GBWR safeguarding, harassment, and anti-bullying policies and social media guidance
- exercise reasonable care and skill when carrying out my duties including, but not limited to, keeping up to date with the latest practices and developments by taking up further education and other personal and professional development opportunities
- be consistent, independent, and demonstrate complete impartiality through exercising reasonable care and skill to enforce the rules of the game by applying them fairly in order to effect control of the game
- (as a coach) seek to inspire and motivate in accordance with an individual's abilities to enable them to play to the best of their ability and realise their potential
- (as a coach) provide athletes with planned and structured training programmes appropriate to their abilities, developmental needs, and goals by ensuring that equal attention and opportunities are available to all, including those requiring a modified plan due to medical/social support needs or injury
- (as a tutor, assessor, tester, trainer, verifier, or mentor) provide candidates with the appropriate information, feedback, and planned and structured programmes appropriate to their needs and goals, ensuring that equal and adequate attention is given to each individual
- strive to maintain a level of mental and physical fitness which enables me to carry out my role effectively within wheelchair rugby
- ensure that the training and/or competition environment is safe and appropriate for the age, physical and emotional maturity, experience, and ability of the athletes
- ensure that I follow instructions and comply with all health and safety regulations that apply to the role I am undertaking - I agree to abide by this code of conduct and will promote it to others.
- maintain the highest standards in safeguarding children and adults at risk in the sport, by staying up to date with relevant safeguarding policies and practices and ensuring that I comply with the safeguarding requirements for my role



PARENTS/CARERS

The code of conduct for parents/carers states the values and standards expected at all times in the presence of your own child, other children, and other GBWR members, staff, and volunteers, and is presented in addition to the code of conduct for all participants in recognition that parents and carers may not be members or otherwise participate in the sport, but that their involvement with the sport and wider community requires consideration. I will:

- be a positive role model for wheelchair rugby by acting in a way that projects a positive image within the sport and being fair, considerate, and honest with participants and officials
- display high standards in my language, manner, punctuality, preparation, and presentation to ensure that all time spent with me by participants or colleagues is a positive experience
- respect the right of my child and every child to enjoy and develop in wheelchair rugby in a safe and welcoming environment
- demonstrate the same values and standards outlined here when supporting club activity during or outside of court-time
- be familiar with GBWR harassment and anti-bullying policies and social media guidance
- set an example by controlling my temper - I understand that verbal, emotional, and physical abuse of officials, coaches, spectators, or participants, or deliberately distracting or provoking a participant, coach, or official is not acceptable or permitted behaviour in wheelchair rugby

- set an example by displaying modesty in victory and graciousness in defeat - be sporting whether my child/team wins or loses, always respectfully acknowledge the other team and the officials at the end of the game
- not undermine the enjoyment of others involved in the sport by consuming alcoholic drinks or smoking immediately prior to or while supporting my child or other children in the sport
- endeavour to ensure that all involved in the sport optimise their potential by promoting the positive aspects of the sport and never condoning the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination, or physical violence
- report any concerns about potentially inappropriate or abusive behaviours to the club welfare officer without delay
- set an example by recognising the achievement of others and applauding their success
- commit to playing my part in making sure that the game is enjoyable for myself and others
- abide by this code of conduct and to actively promote it to others - I understand that if I fail to follow the code GBWR and/or the club concerned may take action against me under the relevant disciplinary procedures which may result in sanctions including suspensions

For more information please see the CPSU's [‘It’s our game, not yours’](#) feature.



CHILDREN/YOUNG PEOPLE

As a wheelchair rugby participant, you must agree with and display certain behaviours – these are detailed below.

As a child or young people in the sport you are expected to:

- behave in a way which helps to make your club a fun place to be
- be friendly and welcoming to everyone
- be supportive and caring to other members of your team
- keep yourself safe
- play fairly and be trustworthy
- report inappropriate behaviour
- tell your club welfare officer if anything makes you feel upset or uncomfortable
- respect your opponents, show team spirit, and be gracious in defeat
- not cheat or be violent towards others
- behave and listen to all instructions, play within the rules, and respect the coach/coaching assistants and officials' decisions
- take care of equipment owned by the club or on loan
- not use bad language
- refrain from bullying inside and outside of the club (directly or through social media or electronic communication)
- turn up on time for training and competitions or inform your coach or team manager if you cannot attend or are going to be late
- wear suitable kit, agreed by the club, and bring a drink

As a child or young person in the sport you have the right to:

- be safe and happy in their chosen activity
- complain or raise concerns.
- be listened to
- be respected and treated fairly
- privacy
- enjoy the sport in a protective environment.
- be protected from abuse by other members or outside sources.
- participate on an equal basis, appropriate to your ability
- experience competition and the desire to win
- be believed
- ask for help
- have any concerns taken seriously and acted upon
- be treated as individuals (and to have your needs, motivations, challenges, and goals considered appropriately)

If any of these rules are not followed the club committee with responsibility for safeguarding and junior participation will take the appropriate action. Both parents/carers and the child(ren) or young person(s) involved will be informed of the outcome. In accordance with specific club grievance/complaints policies and procedures, further steps may be taken should the original complaint not be upheld, including referral to GBWR.

GBWR would like to thank the Ospreys Youth Wheelchair Rugby Club for helping with the development of this code of conduct.



BOARD, COMMITTEES, AND SLT

Members of GBWR (and any subsidiary) board and committees and the SLT have a particular responsibility to model the behaviour expected from all who are involved in our sport and to promote a culture of trust, transparency, inclusiveness, and good governance. In addition to the code of conduct for all participants, board and committee members and the SLT will also have particular consideration towards the following:

- Ensure they act in the best interests of GBWR and its members
- Ensure that the Code for Sports Governance is met
- Ensure that those they supervise and manage understand their responsibilities under these codes and other relevant GBWR policies
- Create opportunities to discuss the codes of conduct and reinforce the importance of the principles enshrined in the Code for Sports Governance
- Lead on promoting a culture of openness where all involved in the sport feel comfortable about raising concerns without fear of retaliation
- Consider conduct in relation to adherence to the codes of conduct and other relevant GBWR policies when evaluating the performance of employees and volunteers
- Always act to stop violations of codes of conduct or the law by those who they supervise
- Ensure that all reports to regulatory authorities and partners are made appropriately and are accurate, objective, fair, and timely
- Pay particular attention to ensuring there is no conflict of interest between their GBWR role and other personal interests they may have