

Code of Conduct

Code of Conduct for Harlequin Bowmen Members

Harlequin Bowmen is fully committed to safeguarding and promoting the well-being of **all** its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the club Secretary, CPO or the CPO deputy if it concerns children, young persons or vulnerable adults.

All members of Harlequin Bowmen are encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations. The following guidelines are examples of how to create a positive culture and climate.

- Always working in an open environment (e.g. avoiding private or unobserved activities and encouraging open communication with no secrets)
- Treating all young people/disabled adults equally, and with respect and dignity
- Consider the well-being and safety of each young person first, before winning or achieving goals
- Maintaining a safe and appropriate distance with junior archers (e.g. it is not appropriate for members or volunteers to have an intimate relationship with a child or share a room with them)
- Building balanced working relationships based on mutual trust which empowers children to share in the decision making process
- Making archery fun, enjoyable and promoting fair play and ensure activities are appropriate to the age, ability and experience of those taking part
- Securing parental consent in writing to act in loco parentis if the need arises to administer emergency first aid and /or other medical treatment
- Keeping a written record of any injury that occurs, along with the details of any treatment given
- Always adhere to Archery GB Code of Conduct
- Never ignore rule violations, rough play or the use of prohibited substances

Code of Conduct for Coaching Officials

- Hold appropriate valid qualifications and insurance cover
- Young people should always be consulted and their agreement gained if any form of physical contact is needed
- Whilst coaching on a one-to-one basis, ensure there is another adult present
- Involve parents/carers wherever possible
- Give enthusiastic and constructive feedback rather than negative criticism
- Encourage participants to value their performances and not just results
- Encourage and guide participants to accept responsibility for their own performance and behaviour
- Recognising the developmental needs and capacity of young people and disabled adults - avoiding excessive training

Code of Conduct for Junior Members

As a member of Junior Harlequin Bowmen, you are expected to abide by the following junior code of practice:

- All members must play within the rules and respect officials and their decisions
- All members must respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity
- Members should keep to agreed timings for training and competitions or inform their Junior Representative if they are going to be late
- Members must wear the following suitable kit for any club practice / training and match sessions and wear either club colours or Archery GB dress code at organised tournaments
 - ✓ Enclosed footwear (No flip-flops or sandals)
 - ✓ Long hair tied back.
 - ✓ Suitable and warm clothing (No bear midriff)
- Members must pay any fees for training or events promptly
- Junior members are not allowed to smoke on club premises or whilst representing the club at competitions
- Junior members are not allowed to consume alcohol or drugs of any kind on the club premises or whilst representing the club

Code of Conduct for Parents / Carers

- Encourage your child to learn the rules and play within them
- Discourage unfair play and arguing with officials
- Help your child to recognise good performance, not just results
- Never force your child to take part in sport
- Set a good example by recognising fair play and applauding good performances of all
- Never punish or belittle a child for losing or making mistakes
- Publicly accept officials' judgements
- Support your child's involvement and help them to enjoy their sport
- Use correct and proper language at all times
- Encourage and guide performers to accept responsibility for their own performance and behaviour