



Codes of Conduct for Harlequin Bowmen Members, officials and associated persons

HBCPP04
Version 4
July 2019
Page 1 of 3

Document reviewed and accepted by Committee of Harlequin Bowmen

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, Safeguarding Officer or the Deputy Safeguarding Officer if it concerns children, young persons or vulnerable adults.

CODE OF CONDUCT FOR SENIOR CLUB MEMBERS

All members of Harlequin Bowmen are encouraged to demonstrate exemplary behaviour in order to protect both themselves and other club members and associated persons. The following guidelines are examples of how to create a positive culture and climate within the club activities.

- Always work in an open environment (e.g. avoiding private or unobserved activities and encouraging open communication with no secrets)
- Treat all young people/vulnerable adults equally, and with respect and dignity
- Consider the well-being and safety of each person first, especially Junior Members and more vulnerable adults, before winning or achieving goals
- Maintain 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)
- Build balanced working relationships based on mutual trust which empowers children to share in the decision-making process
- Make archery fun, enjoyable and promote fair play and ensure activities are appropriate to the age, ability and experience of those taking part
- Secure parental consent in writing to act *in loco parentis* if the need arises to administer emergency first aid and /or other medical treatment
- Keep 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



Codes of Conduct for Harlequin Bowmen Members, officials and associated persons

HBCPP04
Version 4
July 2019
Page 2 of 3

Document reviewed and accepted by Committee of Harlequin Bowmen

CODE OF CONDUCT FOR CLUB OFFICIALS, COACHES AND VOLUNTEERS

Further to the code of conduct outlined above, we would ask Club Officials and Volunteers, especially those involved in leading activities or coaching within the club to:

- Consider the well-being and safety of participants before the development of performance
- Develop an appropriate working relationship with participants, based on mutual trust and respect
- Make sure all activities are appropriate to the age, ability and experience of those taking part
- Promote the positive aspects of the sport (e.g. fair play)
- Display consistently high standards of behaviour and appearance
- Follow all guidelines laid down by the national governing body and the club
- Hold the appropriate, valid qualifications and insurance cover
- Never exert undue influence over participants to obtain personal benefit or reward
- Never condone rule violations, rough play or the use of prohibitive substances
- Encourage participants to value their performances and not just results
- Encourage and guide participants to accept responsibility for their own performance and behaviour
- Young people should always be consulted and their agreement gained if any form of physical contact is needed



Codes of Conduct for Harlequin Bowmen Members, officials and associated persons

HBCPP04
Version 4
July 2019
Page 3 of 3

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CODE OF CONDUCT FOR JUNIOR MEMBERS

As a Junior Member of *Harlequin Bowmen* you are expected to abide by the following junior club rules:

- All junior members must participate within the rules and respect coaches and other officials and their decisions.
- All junior members must respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
- Junior members should keep to agreed timings for training and competitions or inform their coach if they are going to be late.
- 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

As parents and/or carers of Junior Members of Harlequin Bowmen we would ask you to follow the outlined code of conduct:

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