

Code of Conduct Policy

Introduction

This Angling Cymru Policy refers to the code of conduct of its Member Clubs, Individual Members, Staff, Coaches and Volunteers.

This document is the Angling Cymru code of conduct, which offers guidance on good practice for everyone involved in the sport of angling, whether they be staff, individual members, coaches, member clubs or volunteers.

The code of conduct is divided into four sections:

- **Rights:** which outlines the basic rights of individuals to take part in the sport of angling.
- **Relationships:** which offers guidance on personal relationships in sport, in particular those between coaches, or others in positions of influence.
- **Personal Standards:** which outlines the standards of personal conduct and behaviour expected within the sport at all levels
- **Professional Standards:** which details the commitment to best practice and ongoing professional development expected of employees, coaches, volunteers and all others in positions of authority.

RIGHTS

Statement

It is essential that all people involved in angling recognise and ensure that everyone has an equal right to participate in the sport.

Issues

NGB's member clubs, members, staff, coaches, and volunteers should:

- Make every effort to make angling a sport where everyone is treated as an individual and which is open and available equally to all members of society.
- Make every effort to ensure that angling in all its forms offers the individual the opportunity to participate without fear or harassment. Where a participant experiences fear, harassment or bullying, the individual has a right to make a complaint and for that complaint to be heard and acted upon in accordance with the relevant policy
- Respect the right of anglers to consult with other coaches and experts.
- Encourage everyone to have a balanced lifestyle, therefore protecting their welfare both outside and within the sport.

Actions

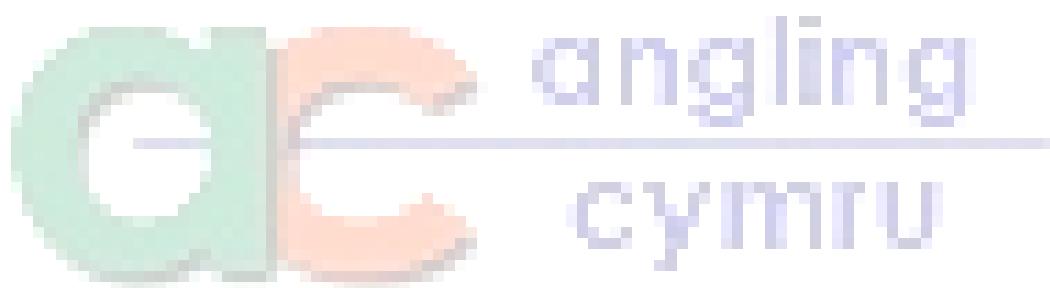
NGB's member clubs, members, staff, coaches, officials and volunteers should:

- Ensure that all individuals in angling are, at all times, treated with respect.
- Not discriminate against an individual for any reason, whether it is race, colour, gender, marital status, sexuality, age, disability, occupation, religion or



political persuasion.

- Challenge discrimination in whatever forms it takes.
- Always behave with discretion when discussing individuals or coaches and avoid engaging in descriptions or publicly criticising them in a way which they may find demeaning.
- Communicate with each other in a way which reflects respect and care. This is especially important in angler/coach relationships, when a coach is providing feedback to an angler and when dealing with children or vulnerable adults.



RELATIONSHIPS

Statement

The Angling Cymru member clubs, members, coaches, staff and volunteers should build relationships within the sport, which are open and honest, and founded on mutual trust and respect.

Issues

- Members, coaches, staff and volunteers must not behave in any way which involves or could be construed as abuse of any kind, whether it is sexual, physical, emotional, neglectful or bullying. The welfare and best interests of everyone involved with the sport should be respected and promoted at all times. Individuals should be empowered to be responsible for their own decisions.
- Anyone involved in a position of authority or engaged in a coaching, or any other form of relationship directly related to the sport, must avoid sexual intimacy during that relationship. This should also extend for a period of time immediately following the end of that relationship.
- Members, coaches, staff and volunteers must always take action if they have concerns about an adult's behaviour towards a child.
- When coaching is offered, it is important to clearly define the level of expertise, services and any fees involved.
- Coaches should work with and communicate with a range of individuals and organisations that will benefit the angler and provide them with a broader range of services and knowledge. Equally, coaches should discuss and agree with an angler other sources of information and guidance if they believe it will be of benefit to the angler.

Actions

Members, coaches, staff and volunteers should take into account the physical needs of participants, both in and out of competition. Issues such as the volumes and intensity of their training and competitive sport should be addressed with particular care. This is especially important with young anglers.

Physical contact during both competitive and non-competitive angling activities should be limited to that which is appropriate and necessary. It should always be with the consent and approval of the angler.

If a relationship is developing between a coach and an angler they are coaching, then the angler should immediately be transferred to another coach. It is the duty of coaches and other angling officials to know and understand Angling Cymru's policies and procedures in this regard. It is equally important to follow the reporting procedures laid down by Angling Cymru if an individual has a concern – failing to act is not acceptable.

Clubs, Divisions and other forms of association within the sport, should involve and consult members at all levels in decision-making processes. Members, coaches, staff and clubs must respect all anglers' opinions concerning their participation in angling. Equally, anglers at all levels should be encouraged to take responsibility for their own development and actions within the sport and be aware of and respect the Technical Regulations under which angling competitions are conducted. Where decisions are made concerning an anglers involvement in the sport, whether it be with a coach or other person in a position of responsibility, care must be taken to include the angler in the decision-making process except during competitions when this process is governed by the



Technical Regulations.

Coaches or other persons in positions of responsibility should keep anglers and/or their parents informed of the requirements of the sport, both physical and, where appropriate, financial. An understanding of the potential for conflicts of interest and a willingness to resolve them is also important. In particular, coaches should be careful not to work with any other coach's anglers without first discussing or agreeing it with both the coach and the angler involved. In all relationships within the sport – including club/angler or coach/angler - mutual agreement should also be reached on what information concerning the angler should remain confidential.

PERSONAL STANDARDS

Statement

Angling Cymru member clubs, members, coaches, staff and volunteers should demonstrate proper personal behaviour and conduct at all times.

Issues

Angling Cymru clubs, members, coaches, staff and volunteers must be fair, honest and considerate to anglers and other individuals involved in the sport

Angling Cymru clubs, members, coaches, staff and volunteers must attempt to provide positive role models for others in the sport at all times

Actions

- It is essential to act within the Technical Regulations and the spirit of angling at all times and behave with respect, displaying control, dignity and professionalism at all times.
- Angling Cymru member clubs, members, coaches, staff, officials and volunteers must be prepared to familiarise themselves with issues relating to the use of performance enhancing drugs and banned methods in sport and co-operate fully with UK Sport and Angling Cymru policies in this area. Coaches and officials have a responsibility to provide education and guidance on these issues.
- Coaches and clubs should maintain previous levels of interest and support for an athlete when they are injured or sick.
- High standards of behaviour are expected of everyone within the sport, whether it be of language, manner, appearance or punctuality. Quality preparation and presentation are also important aspects of coaching and educational work.

People in positions of authority or influence, or who may be considered role models, should not smoke, drink alcohol or use recreational or performance enhancing drugs whilst involved with the sport or its participants in any way.

PROFESSIONAL STANDARDS

Statement

To maximise the enjoyment and benefits of sport, minimise the risks to participants and competitors and ensure safe and correct practice, all officials, coaches and others in positions of authority within the sport, must attain a high level of competence through qualifications and a commitment to ongoing training and must support and implement the codes of conduct and policies of Angling Cymru.



Issues

Angling Cymru member clubs, members, coaches, staff volunteers should strive to provide a safe environment that maximises the enjoyment and benefits of sport and minimises risks to participants and competitors, thus helping them to achieve their goals. Safe and correct practice must be carried out and promoted at all times.

Officials, coaches and others in positions of authority within the sport should at all times strive to be professional and accept responsibility for their actions. They should make an ongoing commitment to provide participants and competitors with a quality service. Beyond that, they should actively promote the positive benefits to society of participation in angling. They should contribute to the development of their own field of expertise or responsibility by exchanging knowledge and ideas with others and by gaining appropriate Angling Cymru (or other approved body) qualifications.

Actions

- Member clubs, members, coaches, staff, officials and volunteers should follow Angling Cymru guidelines.
- Participation in competitive events should only go ahead with full observance of the technical regulations governing the sport in general and the individual disciplines within the sport.
- Coaching sessions, in particular, should be progressive and appropriate.
- Clubs and coaches should maintain appropriate records of members and of coached participants. Whenever a coach is advising a participant, they should recognise and accept when it is appropriate to refer them to another coach or specialist.
- Coaches and officials should seek to attain the highest level of qualification available and maintain an up-to-date knowledge and understanding of technical developments within sport, and of other issues which may have an influence on their participants or their own professional ability.
- Angling Cymru member clubs, members, coaches, staff and volunteers should be aware of the social issues and how sport can contribute to local, regional or national initiatives. Every opportunity to recruit people into the sport or to use angling as an educational tool should be taken.
- Coaches should identify and contribute to initiatives which will improve the standards and quality of coaching, both in angling and other sports. By operating in an open and transparent fashion with each other, coaches can benefit from shared knowledge and experience.
- When involved in coaching, or any other area of specialist knowledge or expertise, individuals should look to take an analytical approach, including identifying their professional needs. They should be committed to participating in continuous professional development, through both training and experience.
- Anyone engaged in positions of responsibility within angling should be aware of the need to manage their lifestyle and commitments to the sport, to avoid burn-out, stress or a lowering of standards which may impact on themselves



or others.

- It is vital that no one in Angling Cymru, at any level, assumes responsibility for any role which they are not qualified or prepared for. Above all, they should not mislead others as to their level of qualification or competence.

