

CODE OF CONDUCT

for SUSSEX COUNTY BOWLS - including all Officers, Appointees, Members and Affiliated Clubs

Sussex County Bowls is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all. The County believes that it is important that members, coaches, administrators and parents associated with the County 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 with Club or County Safeguarding Officer .

All members have a right to;

- * Be treated equally and with respect;
- * Participate in an environment free from all forms of harassment and discrimination;
- * Have their privacy and confidentiality treated lawfully and with respect;
- * Submit their view to Sussex County Bowls Executive in line with the County's governance procedures and policies.

General Code of Conduct

As a Sussex County Bowls or Club Officer - or member - you should at all times;

- * Treat everyone with respect, courtesy and without harassment. All members must respect the rights, dignity and worth of all other members regardless of age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- * Participate in the right spirit – the sport should be fun for all;
- * Take reasonable measures to keep yourself and others safe;
- * Promote the sport in the best possible light through your actions and behaviour;
- * Abide by the policies of the sport and Bowls England and Sussex County Bowls;
- * Abide by the rules/regulations and etiquette of the sport, and any additional competition rules;
- * Refrain from behaviour that could offend or embarrass others;
- * Use Sussex County Bowls resources in an appropriate manner;
- * Maintain appropriate confidentiality about dealings that any person has with Sussex County
- * Comply with any lawful and reasonable direction or request given by someone who has authority to give the direction or issue the request;
- * Not provide false or misleading information in response to a request for information that is made for official purposes in connection with Sussex County Bowls.
- * Speak to someone if you are concerned that any of this code is being broken.

You should not:

- * Show dissent towards officials and their decisions;
- * Discriminate on any grounds against another person;
- * Publicly criticise or engage in demeaning descriptions of others, including online;
- * Use obscene, offensive language or gestures or behave in a disorderly manner;
- * Engage in any behaviour that constitutes abuse;

- * Use any information that is held by you, especially members personal details and email addresses - other than for a legitimate purpose.
- * Circulate any personal emails, to people other than to officers **required** to see them;
- * Keep your concerns about abuse or poor practice secret.

Code of Conduct for Players

All players have a responsibility to maintain the highest standards in their enjoyment of this sport of Bowls. They should:

- * Be punctual for games;
- * Accept success and failure, victory, and defeat, with dignity;
- * Respect the spirit of fair play whilst bowling. This is more than playing within the rules. It also incorporates the concepts of friendship, and respect for umpires, officials, coaches, players, juniors, and spectators.
- * Recognise good play by team mates and opponents;
- * Set a positive example for others, particularly for young players and spectators;
- * Not drink alcohol on the green or within one metre of the green, nor render yourself unfit to play in a match through alcohol misuse;
- * Not smoke on the green or within one metre of the green (including electronic devices);
- * Adhere to the Anti-Doping policies as set by UK Anti-Doping;
- * Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour;
- * Never use inappropriate language or gestures on or off the green. Never use foul, sexist, abusive, racist or any other prejudicial language or tolerate it from fellow players and/or team officials;
- * Promote the reputation of the sport and take all possible steps to prevent the sport, Sussex County Bowls or your Club from being brought into disrepute;
- * Abide by the accepted etiquette of the Sport.

Code of Conduct for Young Players (Under 18's)

If you are a young player you should:

- * Always play fairly and apply bowls' standards both on and off the rink;
- * Treat others as you would wish to be treated;
- * Respect all advice that you are given;
- * Always report anything which worries you to a responsible adult e.g. a Club Safeguarding Officer. Speak out if you consider that you or others are being poorly treated;
- * Always tell someone if you are leaving a venue or competition.

Code of Conduct for Spectators including Parents and Carers

The sport of bowls welcomes spectators and values the part parents and carers play in supporting and encouraging the participation of children and adults at risk. As a spectator you should:

- * Remember that bowls is fun;
- * Applaud effort and good play as well as success;
- * Appreciate good play by the opposition;

- * Encourage all players to respect the opposition, coaches, umpires and other bowls' officials;
- * Offer encouragement at all times;
- * Leave the coach to communicate with individual players;
- * Show an appreciation of all volunteers and their efforts.

Code of Conduct for Coaches

As a coach in bowls you are in a position of trust and have a central role in promoting and developing the sport at all levels. You should:

- * Respect the rights, dignity and worth of every person;
- * Help create an environment where all children and adults at risk have an equal opportunity to participate;
- * Help create and maintain an environment free of fear and harassment;
- * Recognise the rights of parents, children and adults at risk to confer with other coaches;
- * Develop relationships with parents, children and adults at risk based on openness, honesty, mutual trust and respect;
- * Do not condone or allow to go unchallenged any form of discrimination or prejudice;
- * Be aware of the physical limits of children and adults at risk and ensure that training is appropriate;
- * Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines;
- * Always work in an open environment (e.g. avoid private or unobserved situations);
- * Do not engage in any form of sexually-related contact with children or adults at risk. Sexual innuendo, flirting or inappropriate gestures and terms are also unacceptable. Do not have a sexual relationship with someone under the age of 18 who you are coaching;
- * Report any concerns you may have in relation to a child or an adult at risk or the behaviour of an adult, to the most appropriate person;
- * Always emphasise that the well-being and safety of the child or adult at risk is more important than the development of performance;
- * Do not smoke, or drink alcohol, while actively working with children or adults at risk. Never use recreational or performance-enhancing drugs;
- * Attend appropriate training to enable you to keep up-to-date with your role and matters relating to the safeguarding of children and adults at risk;
- * Hold "Coach Bowls" membership and relevant qualifications;
- * Ensure necessary insurance cover is in place for you to perform your coaching role.

Code of Conduct for Players in all County Representative matches.

All player selected to play in County or Presidential matches are required to:

- * Make a note of the Contact number for the Match Official, for use if a problem ON THE DAY. Any problems - or expected later arrival - MUST BE phoned to one of the two contact numbers on the team sheet;
- * Confirm their continued availability to their selector and if after confirming their availability as required - they subsequently become unavailable for ANY reason - they MUST at the earliest possible opportunity NOTIFY THEIR SELECTOR. It is expected and would be courteous if - as several players indeed do - a basic reason for the withdrawal is given;

- * Submit any requests for any Guest or Dietary Meals at least seven days prior the fixture and cannot be guaranteed, if such notice is not given. Guest meals will be at the meal cost as charged by the host Club;
- * A bowler shall, at all times, conduct himself in a manner that reflects favourably upon fellow bowlers and Sussex County Bowls, both on and off the Bowling Green;
- * Report punctually at the prescribed time and place, in accordance with the issued team sheet or as agreed with the team manager/Match Official;
- * Comply with the County's dress code and other requirements, as stated on the team sheet;
- * Know and comply with the Bowls England Anti-Doping rules, policies & practices that apply to your level of bowling/competition. Not use or possess any prohibited substance or prohibited method without a valid and justifiable reason. If in doubt check. Further guidance can be found at:
<https://www.bowlsengland.com/anti-doping/> and <https://www.ukad.org.uk/athletes>.
- * Demonstrate respect to colleagues, opponents and officials and not subject them to any form of physical or verbal abuse at any time;
- * Adhere to Bowls England social media Policy (please refer to Bowls England website).

The following are strictly prohibited:

- * Smoking on the green or within one metre of the green (including electronic devices);
- * The consumption of alcohol on the bowling green;
- * The use of mobile phones on the green during play .

The following are guidelines regarding Social Media activity:

- * You must not post information or make comments likely to bring the County into disrepute or which are derogatory or disrespectful in any way to the County or its officials;
- * Comments should not be speculative or have an actual or negative impact on the County's reputation or cause embarrassment to the County, its Officers and players or be intended to do the same or be posted without proper regard to the potential harm;
- * It is forbidden to post any pictures or statements that may embarrass other members, players or officials representing the County.

Any breaches of obligations may result in:

- * your removal from the team and replaced by a travelling reserve;
- * de-selection for any future fixture(s).

Breaches of the Code of Conduct – Reporting and Resolution

- * Sussex County Bowls, through its Management Committee, reserves the right to make decisions and enforce fair and reasonable measures following a breach of the Code of Conduct;
- * Any breach of the Code of Conduct must be reported to Sussex County Bowls who will fully investigate the matter in a calm, honest and dignified manner in accordance with the rules of Bowls England. Confidentiality must be maintained by all involved.