



General Code of Conduct

Adopted by the SWA Board of Directors on 30th March 2017 Last review date: 30th March 2017

Introduction

The Scottish Wrestling Association Codes of Conduct set out the standards of conduct for the Governing body, all clubs, club officials, coaches, volunteers, players, parents/carers, sponsors and promoters in the sport. Ideally every club member should agree to abide by the codes of conduct either when they join the club, as part of the application process, or when they renew their membership.

A Code of Conduct has a number of important functions. It:

- Sets out what behaviour is acceptable and unacceptable
- Defines standards of practice expected from those to whom it applies
- Forms the basis for challenging and improving practice
- Helps to safeguard staff/volunteers by encouraging them to adhere to agreed standards of practice
- Sets out for children and parents/carers the standards of practice which they and the organisation should expect from those who work/volunteer with children.

The Scottish Wrestling Association (SWA) will:

- Promote and encourage fair play through its members;
- Ensure that its rules are fair, clearly understood by players, coaches, officials and administrators, and properly enforced;
- Make every effort to ensure that its rules are applied consistently and with absolute impartiality;
- Treat all members equally, irrespective of gender, race, physical characteristics or physical/mental disabilities;
- Impress upon players, coaches, officials and administrators the need to maintain the highest standards of sportsmanship in running and playing their sport.
- Players must:
 - Abide by the rules and the spirit of the competition;
 - Accept the decisions of referees, table officials and delegates without question or complaint;
 - Never consider cheating and, in particular, must not attempt to improve their individual performance by the use of drugs;
 - Exercise reasonable self-control at all times;
 - Learn to accept success and failure, victory and defeat, with good grace and magnanimity, without excessive emotional display;
 - Treat their opponents and team-mates with respect, both in and out of the playing arena.

Standards and Expectations for Clubs:

Every club committee has a responsibility to implement and communicate codes of conduct, as well as relevant policies and processes which link to the codes.

Clubs should;

- Adopt codes of conduct and ensure they are signed up to by those working and volunteering in regulated roles, parents/carer, and players (Clubs who have online membership processes, or utilise 3rd party sites, must ensure that the process includes a section ensuring that the applicant has read and agrees to abide by the codes of conduct).
- Adopt an induction process for new members that includes the codes of conduct, child protection and anti-bullying policies, and other relevant information.
- Adopt written procedures for responding to wellbeing concerns or child abuse allegations.
- Adopt a disciplinary process for managing a breach of the codes of conduct.
- Appoint a welfare officer in line with Scottish Athletics welfare officer guidelines and role description.
- Ensure that all coaches and volunteers are recruited safely and are operating appropriately within the club environment i.e. that they hold appropriate up to date qualifications and licences, are PVG scheme members, and are adhering to the terms and conditions of their licence and the codes of conduct.
- Ensure that coaches, technical officials and club officers attend recommended safeguarding training in child wellbeing and protection.
- Liaise appropriately with parents/carers, officials, coaches, Scottish Wrestling and other relevant people/organisations to ensure that good practice is maintained
- Ensure that contact details for local social services, the police and relevant agencies are openly displayed in club environs and on club websites and made available to anyone who requires them.
- Ensure that club officers and volunteers act responsibly and set an example to others, especially younger members.
- Respect the rights of every club member and others involved in wrestling.
- Develop an environment that promotes the wellbeing and safety of athletes above other considerations including the development of performance
- Report any suspected misconduct by club officials, coaches, technical officials, or anyone else licenced under BWA, to the Scottish Wrestling welfare officer as soon as possible.



Coach and Volunteer Code of Conduct

Coaches play a crucial role in the development of wrestling and in the lives of the athletes they coach. The need for coaches to understand and act on their responsibilities is vital, as is the need to promote participation for fun and enjoyment.

Child Protection Code of Conduct

Scottish Wrestling Association supports and requires all members to observe the following standards of practice, including verbal and non-verbal actions when involved in activities with children.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with SWA Complaints Process, Disciplinary Procedures or Procedures within SWA Safeguarding, Equality, Anti-Bullying and Whistle Blowing Policies.

Coaches must:

- Insist that players understand and abide by the principles of fair play;
- Accept the decisions of referees, table officials and delegates without question or complaint;
- Never countenance the use of drugs by performers;
- Never employ methods or practices that could involve risks, however slight, to the long-term health or physical development of their players;
- Not attempt to manipulate the rules in order to take advantage of their players or their opponents.

As a coach/volunteer I will:

- Respect the rights of every athlete and others involved in athletics and treat everyone equitably.
- Place the wellbeing and safety of the athlete above the development of performance.
- Be appropriately qualified, be a member of the PVG scheme, have a valid coaching licence, and adhere to its terms and conditions.
- Ensure that activities and instructions are appropriate for the age, maturity, experience and ability of individual athletes
- Always provide an explanation and seek consent before touching the athlete in circumstances where I need to demonstrate a technique through physical contact.
- Observe the recommended national guidance on coach/athlete ratios.
- Avoid swearing, abusive language and inappropriate and violent behaviour.
- Challenge inappropriate behaviour and language by others.
- Cooperate with technical officials, team managers, other coaches, doctors, physiotherapists, sport scientists and representatives of the governing body in the best interests of an athlete.

- Consistently promote positive aspects of the sport and never condone rule violations or the use of prohibited, or age-inappropriate substances.
- Avoid being alone with a child or young athlete unless in clear line of sight with other adults.
- Ensure that parents/carers know and have given consent before taking a young athlete away from the usual training venue
- Develop appropriate working relationships with athletes based on mutual trust and respect, particularly where athletes are under 18 years, or are vulnerable adults.
- Maintain strict boundaries between friendship and intimacy with athletes under my supervision.
- Not conduct an inappropriate relationship with an athlete under 18 years of age (an intimate relationship with someone under 16 years is a criminal offence).
- Not engage in the massage of an athlete under the age of 18 years, and understand that it is strongly recommended that I do not engage in the massage of an athlete over the age of 18 years, unless the holder of a suitable qualification in sports massage or other relevant qualification from a recognised body or authority.
- Not exert undue influence to obtain personal benefit or reward.
- Treat all sports equipment and venues with respect and keep them in good condition.
- Not consume alcohol or prohibited substances prior to or during training and events.
- Report any suspected abuse, misconduct or breach of the codes of conduct.
- Report any accidental injury, distress, misunderstanding or misinterpretation to the club or national Welfare officer.
- Avoid carrying any items that could be dangerous to myself or others excluding wrestling equipment used in the course of wrestling activity
- Never attempt to recruit athletes who receive coaching elsewhere. If approached by an athlete to provide coaching, liaise immediately with their existing coach to ensure a managed transition.

Good practice

- Make sport fun, enjoyable and promote fair play.
- Treat all children equally, with respect, dignity and fairness.
- Involve parents/carers wherever possible.
- Build balanced relationships based on mutual trust.
- Include children in the decision-making process wherever possible.
- Always work in an open environment, wherever possible. Avoid private or unobserved situations.
- Put the welfare of each child first before winning or achieving performance goals.
- Be an excellent role model including not smoking or drinking alcohol in the company of children.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of children.
- Avoid excessive training and competition, pushing children against their will and putting undue pressure on them.

Practice to be avoided

In the context of your role within Scottish Wrestling Association, the following should be avoided:

- Having 'favourites', this could lead to resentment and jealousy by other children and could be misinterpreted by others.
- Spending excessive amounts of time alone with children away from others.
- Entering children's bedrooms on trips away from home, unless in an emergency situation or in the interest of health and safety. If it is necessary to enter rooms, knock and say that you are coming in. The door should remain open, if appropriate.
- Where possible, doing things of a personal nature for children that they can do for themselves.

Unacceptable practice

In the context of your role within Scottish Wrestling Association the following practices are unacceptable:

- Engaging in sexually provocative games, including horseplay.
- Engaging in rough or physical contact unless it is permitted within the rules of the game or competition.
- Forming intimate emotional, physical or sexual relationships with children.
- Allowing or engaging in touching a child in a sexually suggestive manner.
- Allowing children to swear or use sexualised language unchallenged.
- Making sexually suggestive comments to a child, even in fun.
- Reducing a child to tears as a form of control.
- Allowing allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Inviting or allowing children to stay with you at your home.
- A Coach and/or other leader sharing a room alone with a child.

Breach of the Code of Conduct:

I understand that if I do not follow the Code of Conduct the following sanctions(s) may be taken by my club:

I may:

- Receive a verbal warning from the club welfare officer.
- Receive a verbal or written warning from the club committee.
- Be monitored by another club coach.
- Be required to attend safeguarding training.
- Be suspended by the club.
- Be required to leave or be sacked by the club.

In addition:

- My coaching licence may be withdrawn.
- I may be referred to Disclosure Scotland.

Print

Name:

Signature:

Date:



Club Official Code of Conduct

As a Club official I will:

- Respect the regulations and authority of the governing body and its member organisations, and not attempt to avoid or circumvent these regulations;
- Recognise the special role that I have in the establishment of standards by setting a good example of sportsmanship at all times;
- Respect the rights of other clubs and not deliberately act in a manner intended to be to the detriment of any other club;
- Respect the rights of players, coaches and officials, and not exploit or deliberately act in a manner intended to be detrimental to them;
- Not endeavour to influence the result of a competition by any action not strictly within the rules and regulations, or within the fundamental precepts of fair play.

Breach of the Code of Conduct:

I understand that if I do not follow the Code of Conduct the following sanctions(s) may be taken by my club:

I may:

- Receive a verbal warning from the club welfare officer.
- Receive a verbal or written warning from the club committee.
- Be required to attend safeguarding training.
- Be suspended by the club.
- Be required to leave or be sacked by the club.

In addition:

- I may be referred to Disclosure Scotland.

Print

Name:

Signature:

Date:



Parent/Carer Code of Conduct

The essential elements of character-building and ethics in sports are embodied in the concept of sportsmanship and six core principles: trustworthiness, respect, responsibility, fairness, caring, and good citizenship. The highest potential of sports is achieved when competition reflects these “six pillars of character.”

As a parent/carers or spectator:

- I will not force my child to participate in sports.
- I will remember that children participate to have fun and that the game is for youth, not adults.
- I will inform the coach of any physical disability or ailment that may affect the safety of my child or the safety of others.
- I will learn the rules of the game and the policies of the competition.
- I will understand the selection procedures for any representative team that my child is selected for.
- I (and my guests) will be a positive role model for my child and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all players, coaches, officials and spectators at every game, practice or other sporting event.
- I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, coach, player, or parent such as booing and taunting; refusing to shake hands; or using profane language or gestures.
- I will not encourage any behaviours or practices that would endanger the health and well-being of the athletes.
- I will teach my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will demand that my child treat other players, coaches, officials and spectators with respect regardless of race, creed, colour, sex or ability.
- I will teach my child that doing one's best is more important than winning, so that my child will never feel defeated by the outcome of a game or his/her performance.
- I will praise my child for competing fairly and trying hard, and make my child feel like a winner every time.
- I will never ridicule or yell at my child or other participant for making a mistake or losing a competition.
- I will emphasise skill development and practices and how they benefit my child over winning. I will also de-emphasise games and competition in the lower age groups.
- I will promote the emotional and physical well-being of the athletes ahead of any personal desire I may have for my child to win.
- I will respect the officials and their authority during games or training and will never question, discuss, or confront coaches at the game field, and will take time to speak with coaches at an agreed upon time and place.

- I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol and I will refrain from their use at all sports events.
- I will refrain from coaching my child or other players during games and practices, unless I am one of the official coaches of the team.

Breach of the Code of Conduct:

I understand that if I do not follow the Code of Conduct the following sanctions(s) may be taken by my club:

I may:

- Be asked to apologise for my behaviour,
- Receive a verbal warning from a coach,
- Receive a verbal or written warning from the club committee,
- Be suspended from attending club training sessions and events,
- Be suspended from the club,
- Be required to leave the club

Print

Name:

Signature:

Date:



Senior Athlete Code of Conduct (over 18 years)

As a responsible athlete I will:

- Respect the rights of every athlete, coach, technical official and others involved in wrestling and treat everyone equitably.
- Uphold the same sporting values away from sport as I do when I am engaged in wrestling.
- Participate within the rules of the sport, respect decisions of coaches and officials and demonstrate respect towards fellow athletes.
- Cooperate fully with others involved in the sport such as coaches, technical officials, team managers, doctors, physiotherapists, sport scientists and representatives of the governing body in my best interests and those of other athletes.
- Consistently promote positive aspects of the sport and never condone rule violations or the use of prohibited substances.
- Anticipate and be responsible for my own needs including being organised, having the appropriate equipment, and being on time.
- Inform my coach of any other coaching that I am seeking or receiving.
- Act with dignity and display courtesy and good manners towards others.
- Avoid swearing and abusive language whilst in wrestling venues, at club functions and events, or when as part of a team/squad.
- Never engage in any inappropriate or illegal behaviour.
- Challenge and report inappropriate behaviour and language by others.
- Not misuse or abuse sporting equipment and venues.
- Not carry or consume alcohol or illegal substances.
- Maintain strict boundaries between friendship and intimacy with a coach or official.
- Use safe transport or travel arrangements.
- Never engage in any inappropriate or illegal behaviour.

Breach of the Code of Conduct:

I understand that if I do not follow the Code of Conduct the following sanctions(s) may be taken by my club:

I may:

- Be asked to apologise for my behaviour,
- Receive a verbal warning from my coach,
- Receive a verbal or written warning from the club committee,
- Be suspended from attending club training sessions and events,
- Be suspended from the club,
- Be required to leave the club

Print

Name:

Signature:

Date:



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Children and Young People Code of Conduct (under 18 years)

As a child or young person under 18 years, I have the right to:

- Be safe, and protected
- Be listened to
- Be respected and treated fairly
- Be believed
- Ask for help
- Be coached by someone who has the right qualifications

As a young athlete I will respect the Code of Conduct and I will:

- Be friendly and supportive to other athletes.
- Keep myself safe.
- Tell my coach if I am ill or injured.
- Report inappropriate behaviour or risky situations to an adult.
- Compete fairly and respect other athletes and officials.
- Respect the rules of my club.
- Behave and listen to all instructions from my coach and officials.
- Take care of equipment owned or provided by the club, or training facility.
- Not use bad language or take part in inappropriate or illegal behaviour.
- Not bully anyone or pressure them to do things they do not want to, including online.
- Keep to agreed timings for all club activities.
- Tell my parents/carers where I am or if I'm going to be late.
- Not use my mobile phone during training, competitions, or in changing rooms.
- Not carry or consume alcohol or illegal substances.
- Use safe transport or travel arrangements.

Breach of the Code of Conduct:

I understand that if I do not follow the Code of Conduct the following sanctions(s) may be taken by my club:

I may:

- Be asked to apologise for my behaviour,
- Receive a verbal warning from my coach,
- Receive a verbal or written warning from the club committee,
- Be suspended from attending club training sessions and events,
- Be suspended from the club,
- Be required to leave the club

Additionally:
My club will always tell my parent/carer if I breach the Code of Conduct.

Athlete

Print

Name:

Signature:

Date:

Parent/Carer

Print

Name:

Signature:

Date:



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Sponsor/Promoter Code of Conduct

Sponsors and promoters must:

- Not seek to influence unduly or improperly the outcome of competitions by financial or other inducements;
- Recognise that the administration and organisation of all SWA competitions and events is the exclusive responsibility of the appropriate SWA authorities.