

Hereford Squash Tennis & Racketball Centre

Code of Conduct

Safety and Responsibility

All Club members will act responsibly and look to protect and ensure the safety of everyone at the Club at all times and particularly to consider the well-being and care of junior players and visitors.

- Prioritise the well-being of all children and adults at risk at all times,
- Place the wellbeing and safety of young people above the development of performance,
- Ensure that activities are appropriate for the age, maturity, experience and ability of the individual,
- Respect young people's opinions when making decisions about their participation in sport,
- Not smoke or drink alcohol whilst actively working with young people in the Club,
- Not provide young people with alcohol when they are under the care of the Club,
- Encourage all Club Officers and Appointed Volunteers to always work in an open environment and to avoid private or unobserved situations, particularly when dealing with young people

Equality

The Club is opposed to discrimination in any form. All Club members have a responsibility to make everyone feel welcome and to ensure that membership of the club is a positive experience.

- Treat everyone equally and not discriminate on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief,
- Not condone, or allow to go unchallenged, any form of discrimination if witnessed.

Respect and Behaviour All

Club members and Club officials must show tolerance, courtesy, good manners, fairness, honesty and integrity in their dealings with Club members, officials, Club members' guests, playing and social visitors and specifically:

- Display high standards of behaviour,
- Respect the rights, dignity and worth of every person within the context of sport.

Fair Play

All Club members will respect the rules of the sports of squash, tennis and racketball, and address disputes with dignity and appropriate language and specifically:

- Encourage all participants to learn the Rules and play within them, respecting the decisions of match officials,
- Actively discourage unfair play, rule violations and arguing with match officials,
- Recognise good performance and not just match results,
- Respect facility access by not entering courts and play areas uninvited, and not interfering with matches or training sessions.

Resolving Differences

All club members will endeavour to resolve differences in the following order:

- Between the parties involved.

- By reference to the appropriate Junior Squash and Tennis Coordinators.
- Club Safeguarding / Welfare Officer who will determine the course of action to be followed.
- By reference to the appropriate Section Committee.
- All complaints regarding the misconduct of club members and officials should be submitted in writing to the Club Secretary. Where the matter relates to the Club Secretary, submit the complaint to the Club Welfare Officer.

Club Reputation

All Club members should endeavour to protect and further the Club's good reputation at all times. When representing the Club, all players and officials will observe the principles in this Code of Conduct and specifically to:

- Know and understand the Club's Safeguarding Policy,
- Not tolerate any unlawful activities,
- Not tolerate bullying, racial abuse, verbal abuse, physical abuse, bad language and theft,

Refrain from making physical contact with children or adults unless it is necessary as part of an emergency or congratulatory (handshake/high five).

The Club reserves the right to exclude anyone who does not follow the above Code of Practice following due investigation and fact finding under the Disciplinary Procedure.