Grosvenor Rowing Club - Code of Conduct

1.0 Introduction

1.1 British Rowing is the governing body for rowing in England. As a British Rowing affiliated club Grosvenor Rowing Club is bound by the British Rowing's Code of Conduct.

1.1 Grosvenor Rowing Club requires all of its members to adhere to the British Rowing Code of Conduct as a condition of membership. A copy of this Code is provided on the British Rowing website Policies and Guidance - British Rowing

1.2 The purpose of this document is to set out:

a) how GRC will ensure adherence to the Code of Conduct

b) steps to be taken in the event that a GRC club member (or parent or carer) has not adhered to the Code of Conduct.

2.0 Scope

2.1 This procedure applies to all members, regardless of the position they hold within the club. It also applies to parents, guardians and carers where a member is either a Junior (aged under 18 years) or is an adult at risk defined as 'any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and support' (Care Act 2014, England).

3.0 Reference documents

3.1 British Rowing *Code of Conduct*

3.2 Grosvenor Rowing Club *Safeguarding Procedure*

3.3 Grosvenor Rowing Club *Disciplinary Procedure*

4.0 Procedure

Raising awareness and helping everyone to comply with the Code

4.1 GRC's committee is responsible for ensuring all club members are made aware of the British Rowing Code of Conduct. The Club Chair will oversee measures to ensure all members (and where appropriate parents, carers and guardians) sign, on an annual basis, to state that they have seen, read and agree to abide by the Code of Conduct.

4.2 Members of GRC are responsible for seeking assistance from the Club Secretary, Club Chair or Club Welfare Officer if they are struggling to either access the Code of Conduct or to understand any part of the Code.

4.3 GRC's membership form will include as a requirement (to become a member of GRC) applicants to read and agree to adhere to British Rowing's Code of Conduct.

4.4 GRC's Club Secretary will on at least an annual basis send a reminder to all club members (and where appropriate parents, carers and guardians) that it is a requirement of being a member of GRC to adhere to British Rowing's Code of Conduct. The reminder should provide details of how to access a copy of the most up to date version of the Code.

4.5 In the event that British Rowing updates the Code of Conduct the Club Secretary will alert members of the existence of a revised version of the Code. The Club Captain and the Club Chair will review any changes to the Code and determine whether steps need to be taken to implement the changes across GRC.

4.6 The Code of Conduct includes requirements and expected behaviours for certain categories of individuals including volunteers and coaches. The Club Chair is responsible for implementing measures to ensure GRC volunteers are aware of the additional requirements as set out in the Code. The Club Captain is responsible for implementing measures to ensure GRC coaches are aware of additional requirements for coaches as set out in the Code.

4.7 Every quarter the Club Captain will provide a report to the Committee which details steps taken to help ensure coaches comply with the Code of Conduct. Steps might include observing coaching practice (shadowing); discussion of the details of the Code with coaches; addressing coaches concerns in relation to compliance with the Code and the provision of resources to help coaches comply with the Code.

Failure to follow the Code of Conduct

4.8 Concerns about any member failing to adhere to the British Rowing's Code of Conduct should be reported to the Club Welfare Officer, Club Chair or Club Secretary. If this is not possible (e.g. if the concerns involve these individuals) the concerns should be reported to an appropriate member of the Committee. If this is not possible or appropriate, members may contact British Rowing to report their concerns. Details are provided in Appendix 1.

4.9 On receiving a concern the committee member should follow the club's disciplinary procedure unless the matter is a safeguarding concern.

Safeguarding

4.10 If the alleged behaviour resulting in a failure to adhere to the Code of Conduct is a safeguarding concern i.e. involves someone under 18 years old and/or an adult at risk (see definition in 2.1 above) then the club's Safeguarding Procedures should be followed.

4.6 In all cases care should be taken to ensure that details of the concerns are only shared with those with whom it is necessary to share i.e. 'need to know basis'. Concerns should be responded to promptly i.e. the relevant procedure should be initiated without delay.

Appendix 1

British Rowing's Safeguarding & Integrity team is the point of contact for safeguarding, disciplinary, grievance, anti-doping and integrity guidance. They can be contacted at

safeguarding@britishrowing.org

cleansport@britishrowing.org

grievance@britishrowing.org

Members can also report a concern about safeguarding online at the website britishrowing.org