

## ADULT CODE OF CONDUCT

All adults within a sporting environment have a responsibility to maintain the highest level of behaviour at all times. Canoeing and kayaking is an assumed risk activity, however poor behaviour must be addressed as it reduces the safety of those taking part. The KKC Committee will deal with any behaviour, which falls below expectations.

Senior Members are expected to abide by the following rules at all times:

- Co-operate fully, respect all requests and decisions made by the coaches, officials and administrators.
- Refrain from swearing or using bad language.
- Paddlers must control their tempers and avoid behaviour, which may inconvenience or upset others.
- Be considerate and respectful to other paddlers and water users - treat other paddlers as you would want to be treated.
- Act as a role model for younger athletes.
- Paddlers must wear suitable kit for paddling.
- Take care of all property belonging to the club or any club member.
- Do not smoke, consume alcohol or drugs whilst on club premises.

Despite best intentions, incidents sometimes occur. Unfortunately officials and other people in the club are sometimes unsure of what they can do to intervene, therefore simply allow the bad behaviour to continue. Failing to deal effectively will only reinforce inappropriate behaviour.

Understanding the rights of people involved in sport and making sure that everyone is aware of their responsibilities is the key to addressing situations.

It is important that when an incident occurs all participants understand exactly what to do. Dealing in a timely fashion prevents escalation. Below are some of the steps that can be taken depending on the seriousness of the incident:

**Report inappropriate behaviour** - Responsibility of everyone. Behaviour that contravenes the codes of conduct should be reported to a committee member or coach.

**Approach the wrong doer** - Responsibility of everyone. Anyone should feel comfortable challenging inappropriate behaviour but it is likely that the referee/coach or committee member will take the lead. Early intervention can prevent the situation worsening.

**Restorative Meeting** – Restorative Practice is a method of dealing with conflict and it can be a useful means of challenging inappropriate behaviour and establishing a mutually beneficial way forward. The KKC has a number of members trained in using these techniques and it might be a useful means of resolving issues, engaging all those harmed. It is a proven methodology to prevent further matters arising.

**Issue a warning** - The first time a person breaches a code of conduct, they may be issued with a warning. The person might not be aware that their behaviour is unacceptable and should be reminded of the club's rules regarding behaviour, which are available on the website.

**Suspend the session** - Responsibility of the coach or referee. The coach or referee may suspend the session or game and refuse to restart until appropriate action has been taken.

**Instigate disciplinary action** - Responsibility of the club committee. If the conduct is repeated or serious the club committee should consider taking disciplinary action. The discretion of the committee is absolute however the sanction should be proportionate and constructive with the aim of preventing any further incidents.

**Involve the police** - If the behaviour constitutes a criminal act the police should be notified immediately.

**Record** – It is useful to keep a written record when behaviour falls below expectations. The person taking the lead should make a note of what happened and how it was dealt with. The written record will provide an audit trail and can be useful in determining how sanctions should escalate if the initial actions taken to resolve matters have not been effective. In many cases it will be appropriate for the club welfare officers to be made aware. Such records will be retained confidentially by the Chair.

**THE AIM IS FOR ALL PADDLERS TO IMPROVE THEIR SKILLS AND HAVE FUN**