

CODE OF CONDUCT

Policy History and Document Control

Title	Paddle Scotland Code of Conduct
Prepared By	Paul Stark, Governance Advisor
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Approved By	Paddle Scotland Board
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Review and Revision History

Version	Date	Status	Prepared by	Reason for Amendment
1.0	20 February 2024	Approved	Andrew Murray	Approved April 2024.
2.0	November 2025	Draft	Paul Stark	Code of Conduct revised following 2025 Harper Macleod review and recommendations.
2.0	30 January 2026	Approved	Paul Stark	Updating of Code of Conduct to strengthen scope clarity, procedural transparency, language tone and alignment with safeguarding and whistleblowing standards. Inclusion of online behaviour section.

1 Introduction

- 1.1 Paddle Scotland is committed to fostering a positive, inclusive, and respectful environment where everyone involved in paddlesport can participate, work and volunteer with confidence, safety and enjoyment. We believe that every individual plays a vital role in upholding the values and reputation of the organisation and the sport.
- 1.2 This Code of Conduct sets out the standards of behaviour expected from everyone representing Paddle Scotland or participating in its activities. It is designed to promote fairness, integrity and mutual respect, ensuring that all interactions take place free from discrimination, harassment, bullying or any other form of unacceptable conduct.
- 1.3 The Code should be read alongside Paddle Scotland's related policies, including the Equality Policy, Anti-Bullying and Anti-Harassment Policy, and Safeguarding Policy. Together, these documents form part of Paddle Scotland's commitment to maintaining the highest standards of professionalism and welfare across all areas of its work.

2 Purpose and Scope

- 2.1 The purpose of this Code of Conduct is to establish clear expectations for behaviour and responsibility across all areas of Paddle Scotland's activities. It exists to protect the rights, dignity, and safety of everyone involved in the organisation and to ensure that the conduct of individuals reflects the organisation's values both on and off the water.
- 2.2 The Code applies to all individuals engaged in Paddle Scotland's work and activities, including (but not limited to):
 - Members and club associates
 - Volunteers and coaches
 - Event participants and attendees
 - Board members, staff and contractors
- 2.3 It applies to behaviour in all contexts, whether in person, online or during travel, training or events where an individual is representing Paddle Scotland or taking part in its activities.
- 2.4 Adherence to this Code is a condition of membership, registration, employment or appointment. Any alleged breach will be managed in accordance with Paddle Scotland's disciplinary and complaints procedures.

3 Code of Conduct

- 3.1 Expected behaviours:
 - Respect the rights, dignity and worth of others without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, colour, socioeconomic status or sexual orientation.
 - Treat others with respect so that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.
 - Take reasonable steps to protect the environment, including following the Paddlers' Code (<https://paddlerscode.info/#respect>) and the Scottish Outdoor Access Code (<https://www.outdooraccess-scotland.scot/>).
 - Conduct yourself with consideration for the safety, comfort and welfare of others.
 - Behave with discretion when discussing individuals and avoid publicly criticising them in a way which they may find demeaning.

- Abide by other applicable Paddle Scotland and Paddle UK policies.
- Respect the opinions and decisions of those in a position of leadership and/or responsibility.
- Report discrimination in whatever form it takes.
- Must promote the reputation of the sport in Scotland and take all possible steps to prevent it from being brought into disrepute.
- Fully engage and cooperate, if asked to do so, in any investigations or complaints being conducted by Paddle Scotland.
- Behave responsibly online. Comments, posts, or digital communications should not bring Paddle Scotland or the sport into disrepute, or breach confidentiality, data protection, or safeguarding standards.
- Report breaches of this Code of Conduct to the Paddle Scotland Chief Executive or Chair

3.2 Behaviour Contrary to the Code

- Behave in any way which involves or could be construed as abuse of any kind, whether it be sexual, physical, emotional, neglectful or bullying.
- Disclose or authorise to be disclosed, or use for personal gain or to benefit a third party, confidential information except with the permission of Paddle Scotland, or as required by Legislation.
- Misrepresent or withhold information relating to Paddle Scotland activities, systems or services (unless lawfully bound by a duty of confidentiality not to disclose such information), or take advantage of the lack of relevant knowledge or inexperience of others.
- Do anything illegal or which could be generally considered to be illegal or hazardous
- Publish, or cause to be published, comments about any ongoing Paddle Scotland disciplinary process.
- Do anything which adversely affects the sport in Scotland or the Paddle Scotland organisation.

4 Breaches of the Code of Conduct

- 4.1 Any breach of this Code of Conduct should be notified to the Paddle Scotland Chief Executive or Chair. They shall be entitled to take such steps as they see fit to monitor compliance and/or investigate any alleged breach of this Code of Conduct and all members, clubs and associates must cooperate with the same.
- 4.2 Alleged breaches will be managed under Paddle Scotland's Disciplinary and Complaints Procedures, which outline investigation processes, sanctions and appeal rights. These can be found on the Paddle Scotland website.
- 4.3 Paddle Scotland encourages anyone with serious concerns about misconduct, welfare, or safeguarding issues to report them. Whistleblowers who raise concerns in good faith will be protected from victimisation in line with Paddle Scotland's Whistleblowing and Safeguarding Policies.

5 Relationship to other Policies

- 5.1 This Policy forms part of the overall policy framework for Paddle Scotland but specifically relates to the following policies, plans and procedures:
- Paddle Scotland Anti Bullying and Anti Harassment Policy
 - Paddle Scotland Grievance Policy and Procedure
 - Paddle Scotland Disciplinary Procedures
 - Paddle Scotland Equality Policy
 - Paddle Scotland HR Policies
 - Paddle Scotland Malpractice and Maladministration Policy
 - Paddle Scotland Whistleblowing Policy

6 Accountability/Reporting

6.1 Paddle Scotland is committed to principles of transparency and accessibility. To meet these objectives:

- This Policy will be made publicly available and listed on the Paddle Scotland website.
- This Code of Conduct will be provided to individuals, on appointment, to a position with Paddle Scotland, and will be circulated on an annual basis with the Paddle Scotland community, including those listed in Section 2.2.

7 Code of Conduct Review

7.1 This Code of Conduct is subject to continuous review and will be reviewed:

- On a three-year rolling basis, unless there are changes to legislation or guidance.

8 Points of Contact

8.1 For further advice or guidance on this policy, the following can be contacted:

- Chief Executive Officer