



Paddle Cymru Performance and Talent Pathway - Code of Conduct

Introduction

As an athlete you have a fantastic opportunity to promote your sport to a wide audience. Therefore, it is important that you represent yourself and your sport appropriately by behaving responsibly and setting a positive example for the Paddle Sports community.

This Code of Conduct applies to all Paddle Cymru Performance and Talent pathway squads involved in either Sprint, Slalom or Kayak Cross.

Desirable Behaviours

You should be proud to be a Welsh representative, and a certain standard of behaviour is expected from you to maintain this. The below describes the positive behaviours expected of our athletes.

Attitude

- Demonstrate positive sporting behaviour and support the effort of other athletes.
- Demonstrate respect, honesty, and fairness to paddlers, coaches and parents, irrespective of demographic differences or competitive rivalries.
- Seek to build positive relationships with coaching staff and volunteers which recognise the professional boundaries that are critical to positive working relationships.
- Demonstrate a willingness to listen, even where your views and experience differ.
- Share and receive feedback positively and constructively and learn from mistakes.

Environment, Clothing and Equipment

- If wearing team kit, do not obscure logos or modify team kit. Check with Paddle Cymru before endorsing personal sponsors or other third parties.
- Respect the world class resources and coaching available to you and contribute to a positive environment and supportive team culture.
- Keep your boat, equipment, and clothing in good condition and ready for use.
- Acknowledge that if equipment is supplied to you by Paddle Cymru in connection with Great Britain or Home Nation activities it is owned by Paddle Cymru and is not your personal property. Unless otherwise agreed by Paddle Cymru, you shall return all equipment either upon the termination of your squad/team membership or earlier at Paddle Cymru's request.

Health and Welfare

- Seek to obtain the highest possible level of health and fitness required for consistent training and competition as an aspiring elite international competitor in the sport.
- Inform your coach of any injury or illness that might affect performance.
- Be willing to discuss any concerns or disagreements relating to the functioning of the squad/team with your coach and/or other relevant staff.
- Be willing to report concerns about behaviours or issues which impact upon your own welfare or wellbeing (or the welfare and wellbeing of others) at the earliest possible opportunity, allowing Paddle Cymru to identify solutions and take appropriate action.

Responsibilities



- Communicate with your support staff and complete necessary administration tasks in a timely manner.
- Attend all competitions, training sessions, meetings, or other commitments as required, and arrive ready to engage and give your best. Where this is not possible, notify Paddle Cymru staff in advance.
- Do not make unjustifiable public statements (e.g. in interviews or on social media) about fellow athletes, coaches, Paddle Cymru, our commercial partners, Sport Wales or UK Sport (and the National Lottery). If making reasoned comments, do not use offensive language or make statements that could be regarded as a personal attack.

Media and Sponsorship

- Use social media responsibly and respectfully.
- You consent to your performance being filmed and recorded by or on behalf of Paddle Cymru whilst training, competing or otherwise carrying out any activity as part of the squad/team.
- You agree that these may be used by Paddle Cymru for training and coaching purposes and/or other relevant purposes.

Changing Rooms

- You should be aware that changing facilities differ according to location and that if, at any point, you or a parent (if applicable) is uncomfortable with the safeguarding policy or guidance in place, you can speak in confidence with the national safeguarding lead (contact details on our website) or with coaching staff.
- You must not use mobile phone cameras or any other recording devices in changing facilities at any time.
- The taking of photographs, recording of videos, or taking images any other form in changing rooms is strictly prohibited.

Transport

- You understand that transport arranged by Paddle Cymru may be used for training camps, trips and competitions. Any transport arranged by Paddle Cymru will adhere to Wales's safeguarding policy. Where road transport is arranged, the driver will be appropriately trained. You will be required to wear a seatbelt.
- You understand that if you choose to volunteer your private car as a means of transport, you must drive in accordance with UK Law (or the law in the country you are driving) and accept legal responsibility for any children in the car.
- You recognise that any personal organisation of transport will be treated as separate from the camp or trip in question. Paddle Cymru's staff and/or volunteers will assume responsibility for you once you have formally joined the activities planned and organised by Paddle Cymru.
- If you are under 18, you must not accept lifts from other junior athletes without prior consent from your parents/carers and the parents/carers of the junior driver. This must be discussed and arranged between both driver and passenger athletes and the parents/carers of both athletes prior to travel.

Overnight Trips

- You recognise that some camps and trips may require overnight accommodation.
- Accommodation may consist of single or shared rooms, en-suite or shared facilities.
- Paddle Cymru will adhere to safeguarding guidelines when arranging accommodation (safeguarding guidelines can be found on our website).
- Males and females, staff, volunteers and athletes will have separate sleeping areas.



- Junior and senior athletes will have separate sleeping areas unless prior agreement has been sought by parents and athletes.
- Staff and volunteer accommodation will always be close to the athletes.
- You will adhere to the relevant policies in place for the trip, including but not limited to, curfews, protocols for leaving the site and travel arrangements.

Administration

- As a requirement you are expected to complete and provide information to Paddle Cymru including next of kin, emergency contact details, athlete contact details, passport details and passport photograph.
- It is your responsibility to ensure these are kept up to date, in particular any changes in circumstance, including EHIC and Driving Licence details (once a provisional or full licence is issued), or changes in medication.

Eligibility

- You shall satisfy the International Canoe Federation (ICF) Eligibility Code with respect to the ability to represent Great Britain and shall hold a current British passport; if you are ineligible, you must be actively pursuing and, likely to achieve a successful application for a British passport.
- You must be a member of Paddle Cymru and maintain continuous membership for the duration of your engagement with the squad/team.

Anti-Doping and Medical

- Paddle Cymru is committed to drug-free sport and through the Paddle UK and the ICF has agreed to comply with the provisions of the World Anti-Doping Code.
- Additionally, Paddle UK recognises UK Anti-doping (UKAD) as the United Kingdom's National Anti-Doping Organisation. It is your responsibility to ensure you familiar with and hereby agrees to be bound by the UK Anti-Doping Rules/Anti-Doping Rules of Paddle UK and to submit to the authority of UK Anti-Doping and any other appropriate body in the application and enforcement of those Rules.
- You will cooperate fully with any World Anti-Doping Code compliant anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body.
- You hereby agree that all the rights, benefits and support provided to you under this Code of Conduct are conditional on you being and remaining drug-free and not being involved in any criminal offence involving drugs. If at any time you are charged with a breach of the Anti-Doping Rules or with a criminal offence involving drugs, Paddle Cymru at that point may withhold any benefits or support until there has been a final decision of the case (including any appeals). If it is subsequently decided that you have not committed an anti-doping rule violation or criminal offence, any withheld benefits and/or support shall be reinstated as soon as possible (you would not ordinarily be entitled to any financial interest or other compensation in respect of this delay).
- You must ensure that:
 - Any medication or substance taken in any form does not contain any substance prohibited for use by the Anti-Doping Rules.
 - You neither possess, supply, nor use illegal or prohibited drugs or methods.
 - You ensure that Paddle UK is fully informed of any and all drug-related offences in which you may be involved.
 - You are available for testing in accordance with the Anti-Doping rules.
 - You ensure that any therapeutic use of other permitted medication exemptions (i.e. TUE forms) are fully documented and submitted to Paddle Cymru an/or Paddle UK



prior to use as laid out in the Anti-Doping Rules; and you support drug-free and ethical practices and, as reasonably required by Paddle UK participate in educational programmes in relation to doping control and related matters.

- A medical form is completed and submitted to Paddle Cymru detailing any injury or medical condition which staff and volunteers need to be aware of.

Use of Image and Promotional Work

- You agree to allow Paddle Cymru and Commercial Partners use of your Image during the squad/team membership period. No use is permitted by any party if such use would be detrimental to your reputation or is otherwise derogatory or offensive.
- Paddle Cymru will only be entitled to make use of your Image in connection with the promotion, publicity or explanation of (including of the functions and benefits of) Paddle Cymru. Paddle Cymru will also be entitled to use your Image for archive and historical record purposes in the event of your release from the squad/team.
- If you or your parents would like to object to the use of your Image for the above purposes, you should contact your Coach or Performance Manager to arrange a suitable solution.

Undesirable Behaviours

To reduce the risk of issues or difficulties arising, this section describes some of the undesirable behaviours that athletes representing Paddle Cymru must not demonstrate.

- Insulting, offensive or bullying behaviour. This includes undermining, excluding, or making fun of other paddlers, making rude and disrespectful comments, fighting and/or cyber-bullying.
- Unsporting conduct and dissent.
- Consistent negativity and failure to engage positively with coaches or team members or with the opportunities which have been made available.
- Foul, abusive or offensive language. Swearing is not acceptable.
- Violating rules as set by coaches or other staff, including staying out beyond any agreed curfew.
- Inappropriate use of media including social media, text, pictures and video.
- Wasting own or other athletes' valuable water time or access to facilities.
- Fabricating or exaggerating concerns when reporting these to parents, coaches, or Paddle Cymru staff or volunteers.
- Deliberate damage to property.
- Use of prohibited substances and methods, as detailed within the current WADA Prohibited List.
- The use of questionable (although not technically illegal) methods to win or gain a serious advantage in the sport. 'Gamesmanship' is not acceptable e.g. pushing the rules to the limit without getting caught, using whatever dubious methods possible to achieve the desired end.
- Misuse of alcohol (this includes drinking or purchasing any alcohol if you are under 18, or under the legal age for drinking or purchasing alcohol in the country being visited if this is above 18. Team members who are 18 or over must not encourage the drinking or purchasing of alcohol by under 18 team members).
- Participating in, supporting, or promoting any form of betting related to a competition you or fellow athletes are taking part in.



Consequences

Any breach of the Code of Conduct may result in disciplinary action being taken against you according to the consequences defined below. The consequences below are ordered in terms of severity, these increase in severity from step 1 to 4. The disciplinary action the athlete receives, will depend on nature of the breach, taking into consideration the seriousness of the breach and whether it's a repeat offence. A repeat offence for the same breach will result in the progression along the consequence levels:

Consequences Levels

1. Initial discussion around behaviour which is of concern and how it can be improved – this may include participation in mediation meetings where these are convened by Paddle Cymru
 - a) Formal verbal warning: access to sessions, but no coaching support for two weeks. Parents to be formally notified and involved in these discussions if athlete is under 18.
2. Written warning:
 - a. A written acknowledgement of concerning behaviours/the impact of these. An apology may be requested as appropriate.
 - b. Suspension with no access to water/sessions for 4 weeks/a period deemed appropriate by Paddle Cymru Performance Manager in consultation with coaching staff.
 - c. Where a school has made arrangements to support the paddler's training attendance they should be informed.
3. Permanent suspension from the programme.

Agreement

I agree to take responsibility for my behaviour and commit fully to Performance and Talent Pathway. I have read and understand the Code of Conduct above and agree to comply with it. I understand that if I breach the Code, I may be subject to action in accordance with Paddle Cymru's safeguarding and disciplinary procedures and the consequences outlined above.

I have completed the Athlete Contact, Emergency, Medical and Consent Form which accompanied this agreement.

Athlete Name (printed)			
Signed		Date	
Parent/Guardian Name:		Relationship to Athlete	
Signed:		Date	