



Paddle Cymru Performance and Talent Pathway

Athlete Code of Conduct

Introduction

As an athlete, you have a fantastic opportunity to promote your sport to a wide audience. It is important that you represent yourself, Paddle Cymru 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 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 following sections describe the positive behaviours expected of Paddle Cymru athletes.

Attitude

- Demonstrate positive sporting behaviour and support the effort of other athletes.
- Demonstrate respect, honesty and fairness to paddlers, coaches and parents/guardians, 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 National associations activities, it is owned by Paddle Cymru and is not your personal property. Unless otherwise agreed by Paddle Cymru, you must 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.
- Where you feel any health, welfare or wellbeing matter may affect your participation or make you feel uncomfortable, including mental health, female health, injury, illness, medication or other personal circumstances, you are encouraged to raise this with your coach or relevant Paddle Cymru staff so that appropriate support can be considered.

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, including in interviews or on social media, about fellow athletes, coaches, Paddle Cymru, commercial partners, Sport Wales or UK Sport, including the National Lottery. If making reasoned comments, do not use offensive language or make statements that could be regarded as a personal attack.

Media, Sponsorship and Use of Image

- Use social media responsibly and respectfully.
- You consent to your performance being filmed and recorded by or on behalf of Paddle Cymru while training, competing or otherwise carrying out any activity as part of the squad/team.
- You agree that these recordings may be used by Paddle Cymru for training, coaching and other relevant purposes.
- You agree to allow Paddle Cymru and its commercial partners to use your image during the squad/team membership period. No use is permitted if it would be detrimental to your reputation or is otherwise derogatory or offensive.
- Paddle Cymru may use your image in connection with promotion, publicity or explanation of Paddle Cymru, including its functions and benefits, and for archive and historical record purposes after your release from the squad/team.
- If you or your parents/Guardians wish to object to the use of your image for the above purposes, contact your coach or Performance Manager to arrange a suitable solution.

Changing Rooms

- You should be aware that changing facilities differ according to location. If, at any point, you or a parent/guardian is uncomfortable with the safeguarding policy or guidance in place, you can speak in confidence with the national safeguarding lead, whose contact details are available on the Paddle Cymru 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 capturing images in any other form in changing rooms is strictly prohibited.

Transport and Overnight Trips

- Transport arranged by Paddle Cymru may be used for training camps, trips and competitions. Any transport arranged by Paddle Cymru will adhere to safeguarding policy. Where road transport is arranged, the driver will be appropriately trained, and you will be required to wear a seatbelt.
- 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 in which you are driving and accept legal responsibility for any children in the car with the parents of the young people. Paddle Cymru are not responsible for this arrangement
- Any personal organisation of transport will be treated as separate from the camp or trip in question. Paddle Cymru 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/guardians and the parents/guardians of the junior driver. This must be discussed and arranged between both driver and passenger athletes and the parents/guardians of both athletes prior to travel.
- Some camps and trips may require overnight accommodation, which may consist of single or shared rooms, en-suite or shared facilities.
- Paddle Cymru will adhere to safeguarding guidance when arranging accommodation. Male and female, staff, volunteers and athletes will have separate sleeping areas. Junior and senior athletes will have separate sleeping areas unless prior agreement has been sought from parents/Guardians and athletes.
- Staff and volunteer accommodation will always be close to the athletes.
- You must 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 and Eligibility

- 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 details are kept up to date, including any changes in circumstance, UK Global Health card details, driving licence details once a provisional or full licence is issued, and changes in medication.
- You must satisfy the Paddle Worldwide (ICF) eligibility code with respect to the ability to represent Great Britain and must hold a current British passport. If you are currently 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 Paddle UK and the International Canoe Federation, has agreed to comply with the provisions of the World Anti-Doping Code.
- Paddle UK recognises UK Anti-Doping as the United Kingdom's National Anti-Doping Organisation. It is your responsibility to ensure you are familiar with, and agree to be bound by, the UK Anti-Doping Rules and the 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.
- For further anti-doping information please visit [Homepage | UK Anti-Doping](#).
- You must 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.
- All rights, benefits and support provided 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 you are charged with a breach of the anti-doping rules or with a criminal offence involving drugs, Paddle Cymru may withhold benefits or support until there has been a final decision in 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 must ensure that any medication or substance taken in any form does not contain a substance prohibited under the anti-doping rules; that you neither possess, supply nor use illegal or prohibited drugs or methods; that Paddle UK is fully informed of any drug-related offences in which you may be involved; that you are available for testing in accordance with the anti-doping rules; and that any therapeutic use exemptions are fully documented and submitted to Paddle Cymru and/or Paddle UK prior to use, as set out in the anti-doping rules.
- You must 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 must be completed and submitted to Paddle Cymru detailing any injury or medical condition which staff and volunteers need to be aware of.

Positive Behaviour Expectations

To support a safe, respectful and enjoyable pathway environment, athletes representing Paddle Cymru are expected to demonstrate the following positive behaviours at all times:

- Treat other paddlers, coaches, staff, volunteers, officials and parents/Guardians with respect, kindness and dignity, both in person and online.
- Show good sporting conduct, accept decisions respectfully and represent Paddle Cymru positively in training, competition and team environments.
- Engage positively with coaches, team members and the opportunities made available, including contributing to a supportive and constructive team culture.
- Use respectful and appropriate language at all times, avoiding foul, abusive or offensive language.
- Follow the reasonable rules, instructions and boundaries set by coaches and staff, including curfews and arrangements for camps, trips and competitions.
- Use media, including social media, text, pictures and video, responsibly and respectfully, protecting the dignity, privacy and reputation of others.
- Make the best use of your own water time, facility access and coaching opportunities, and respect the time and access available to other athletes.
- Raise concerns honestly, accurately and appropriately with parents/Guardians, coaches, Paddle Cymru staff or volunteers so that matters can be understood and addressed fairly.
- Respect property, facilities, equipment and the environment, taking care not to cause damage.
- Commit to clean sport by avoiding prohibited substances and methods as detailed within the current WADA Prohibited List.
- Compete fairly and ethically, avoiding gamesmanship or any questionable methods designed to gain an unfair advantage.
- Make responsible choices around alcohol, including following the law in the UK and in any country visited. Athletes aged 18 or over must not encourage under-18 team members to drink or purchase alcohol.
- Protect the integrity of competition by avoiding participation in, support for or promotion of any betting related to a competition in which you or fellow athletes are taking part.

Consequences

Any breach of the Code of Conduct may result in disciplinary action being taken. The consequences below increase in severity from Level 1 to Level 3. The action taken will depend on the nature and seriousness of the breach and whether it is a repeat offence. A repeat offence for the same breach may result in progression through the consequence levels.

1. **Level 1 – Initial discussion and formal verbal warning:** An initial discussion around behaviour of concern and how it can be improved. This may include participation in mediation meetings where convened by Paddle Cymru. A formal verbal warning may include access to sessions but no coaching support for two weeks. Parents/Guardians will be formally notified and involved in these discussions if the athlete is under 18.
2. **Level 2 – Written warning and suspension:** A written acknowledgement of concerning behaviours and their impact may be required. An apology may be requested where

appropriate. Suspension may include no access to water or sessions for four weeks, or for a period deemed appropriate by the Paddle Cymru Performance Manager in consultation with coaching staff. Where a school has made arrangements to support the paddler's training attendance, the school should be informed.

3. **Level 3 – Permanent suspension:** Permanent suspension from the programme

Agreement

I agree to take responsibility for my behaviour and commit fully to the Paddle Cymru 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	
Athlete name printed	
Athlete signature	
Date	
Parent/Guardian name	
Relationship to athlete	
Parent/Guardian signature	
Date	

Continue below for the Parent/Guardian Code of Conduct



Paddle Cymru Performance and Talent Pathway

Parent/Guardian Code of Conduct

Introduction

This Parent/Guardian Code of Conduct supports the Paddle Cymru Performance and Talent Pathway – Athlete Code of Conduct. It sets out the standards expected of parents and Guardians so that athletes, coaches, staff, volunteers and families can work together in a safe, respectful and positive environment. It applies to parents and Guardians of squad athletes involved in Sprint, Slalom or Kayak Cross, including training, competitions, camps, travel, overnight stays, communications and online activity.

Core Expectations

As a responsible parent or Guardian of a Paddle Cymru squad athlete, I will:

Safeguarding, Welfare and Respect

- Support and abide by Paddle Cymru safeguarding, welfare, disciplinary and relevant pathway policies and procedures.
- Treat athletes, coaches, staff, volunteers, officials, other parents/Guardians and spectators with respect at all times.
- Promote an environment where athletes feel safe, valued and able to enjoy their sport.
- Use appropriate language and behaviour in person, in written communications, online and on social media.
- Never undermine, belittle, intimidate, bully or abuse any athlete, coach, official, volunteer, member of staff or practitioner.
- Report any concern about my child's welfare, or the welfare of any other child or adult, to the appropriate Paddle Cymru safeguarding lead, coach or relevant member of staff as soon as possible. This does not affect my right to contact statutory services, including Social Services or the Police, where necessary.

Supporting the Athlete

- Encourage my child to understand, value and follow the Paddle Cymru Performance and Talent Pathway – Athlete Code of Conduct.
- Set a positive example and encourage my child to show respect, honesty, fairness and good sporting behaviour.
- Help my child recognise and celebrate good performance, effort, learning and progress, as well as results.

- Support my child to develop independence and take age-appropriate responsibility for their own training, preparation, communication and conduct.
- Encourage my child to participate in training and competition because they feel ready, motivated and willing to do so.
- Respond to setbacks, mistakes, deselection or disappointment with patience, encouragement and support, helping my child to learn and move forward positively.
- Encourage my child to share and receive feedback positively and constructively.
- Support coaches and staff to maintain appropriate professional boundaries with athletes.

Communication with Coaches, Staff and Volunteers

- Communicate respectfully and constructively with Paddle Cymru coaches, staff and volunteers.
- Use agreed communication channels (Currently Spond) and respect reasonable response times.
- Raise concerns calmly and appropriately, seeking resolution through the relevant coach, Performance Manager, safeguarding lead or Paddle Cymru process.
- Avoid challenging coaching decisions in a way that undermines coaches or creates pressure for the athlete during training, competition or team activity.
- Recognise that coaching decisions, selection decisions and programme matters will be handled through Paddle Cymru's agreed processes.
- Keep Paddle Cymru informed of any relevant changes that may affect my child's welfare, attendance, health, medication, travel, emergency contact information or ability to participate safely.

Training, Competition and Spectator Behaviour

- Demonstrate positive spectator behaviour and understand that inappropriate pressure from adults can affect young people's enjoyment, confidence and continued participation in sport.
- Support all athletes, not only my own child, and respect officials, event organisers, coaches and volunteers.
- Accept officials' decisions and avoid behaviour that could be seen as dissent, intimidation or abuse.
- Remain in spectator or parent/Guardian areas unless invited by a coach, member of staff or event official.
- Not interfere with coaching, training delivery, competition preparation or athlete debriefs unless asked to do so by Paddle Cymru staff.
- Promote fair play and ethical behaviour and discourage any form of gamesmanship, cheating, prohibited substances or behaviour that conflicts with drug-free sport.

Administration, Medical Information and Consent

- Complete and return all required forms, including athlete contact, emergency, medical, consent, travel and trip information, by the requested deadline.
- Provide accurate and up-to-date medical, medication, dietary, accessibility, emergency contact and welfare information so that Paddle Cymru can support my child appropriately.
- Ensure my child has suitable clothing, equipment, food, drink, medication and any required documents for training, competition, camps or trips.
- Inform Paddle Cymru in advance if my child will be absent, late, leaving early or unable to meet a commitment.
- Support my child to maintain Paddle Cymru membership and any other eligibility requirements relevant to the Performance and Talent Pathway.
- Parents or guardians acting as volunteers in roles that may involve contact with young people under 18 must complete an Enhanced DBS check in line with UK safeguarding requirements; Paddle Cymru will support volunteers through the DBS application process where possible.

Transport, Trips and Overnight Accommodation

- Understand the arrangements for where my child will be, who they will be with and how they will be supervised during Paddle Cymru activity.
- Assume responsibility for my child's safe transport to and from training, competitions and meeting points unless transport has been formally arranged by Paddle Cymru.
- Ensure that any private transport arrangements are safe, lawful and agreed in advance with all relevant parents/Guardians and athletes.
- Ensure that under-18 athletes do not accept lifts from other junior athletes unless this has been discussed and agreed in advance by the parents/Guardians of both the driver and passenger.
- Support Paddle Cymru's safeguarding arrangements for trips and overnight accommodation, including rooming arrangements, curfews, supervision, travel protocols and procedures for leaving the site.
- Ensure my child understands and follows the relevant policies and expectations for camps, trips and overnight stays.
- Where a parent/guardian agrees to act *in loco parentis* for another person's child, they are responsible for the athlete's safety, wellbeing, and adherence to the organisation's policies and codes of conduct during that period.

Changing Rooms, Photography, Filming and Social Media

- Respect Paddle Cymru's safeguarding guidance for changing facilities and understand that arrangements may differ by venue.
- Ensure neither I nor my child use mobile phone cameras or any other recording devices in changing facilities at any time.
- Not take photographs, videos or images in changing rooms or other prohibited areas.

- Use photography, filming and social media responsibly, respectfully and in line with Paddle Cymru guidance, event rules and consent arrangements.
- Not post, share or comment online in a way that undermines, ridicules, pressures or targets athletes, coaches, staff, volunteers, officials, partners or other parents/Guardians.
- Respect the privacy and dignity of all athletes and seek appropriate consent before sharing images or identifying information about other young people.

Behaviour That Is Not Acceptable

To support a safe and positive pathway environment, parents and Guardians must not demonstrate behaviours that undermine athlete welfare, coaching delivery, team culture or Paddle Cymru's safeguarding responsibilities. This includes:

- Abusive, threatening, intimidating, discriminatory, bullying or harassing behaviour.
- Public criticism, ridicule or personal attacks directed at athletes, coaches, officials, staff, volunteers, partners or other parents/Guardians.
- Pressuring an athlete to train, compete or perform when this conflicts with their welfare, health, readiness or wishes.
- Interfering with coaching, selection, training plans, competition preparation, athlete debriefs or agreed Paddle Cymru processes.
- Using social media, messaging platforms, images or video in a way that is inappropriate, disrespectful, unsafe or damaging to individuals or Paddle Cymru.
- Failing to follow safeguarding, transport, trip, accommodation, changing room, photography, medical or consent arrangements.
- Encouraging or condoning cheating, gamesmanship, alcohol misuse by under-18s, prohibited substances, betting related to competitions, or any behaviour inconsistent with ethical and drug-free sport.

Breaches of This Code

If this Code of Conduct is not followed, Paddle Cymru may take action in line with its safeguarding, disciplinary or pathway procedures. The action taken will depend on the nature and seriousness of the concern, its impact on athletes, staff or the pathway environment, and whether the behaviour has happened before.

Possible actions may include:

- An informal discussion about the behaviour and how it can be improved.
- A request to apologise or take steps to repair harm caused.
- A formal verbal or written warning.
- A requirement to follow agreed communication or attendance arrangements.
- Restriction from attending training sessions, competitions, camps, trips or other Paddle Cymru activities.
- Referral under Paddle Cymru safeguarding, welfare or disciplinary procedures.
- Removal from an event, camp, trip or activity where behaviour presents a concern.
- In serious or repeated cases, suspension or removal of parent/Guardian access to pathway activity, or other action considered appropriate by Paddle Cymru.

Agreement

I have read and understood the Paddle Cymru Performance and Talent Pathway – Parent/Guardian Code of Conduct. I agree to support the standards set out in this Code and to work positively with Paddle Cymru to support my child's welfare, development and enjoyment within the Performance and Talent Pathway.

Parent/Guardian name	
Athlete name	
Relationship to athlete	
Parent/Guardian signature	
Date	