



Pendeen Pilot Gig Club CIO Members Code of Conduct

Pendeen Pilot Gig Club CIO (PPGC) is fully committed to safeguarding and promoting the well-being of all its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, all members are always encouraged to be open and to share any concerns or complaints that they may have about any aspect of the club with the Club Welfare Officer or any committee member they feel comfortable to approach.

The essence of good ethical conduct and practice is summarized below.

All volunteers and club members must:

- Consider the well-being and safety of participants before the development of performance
- Wear clothing and footwear appropriate to the sport of gig rowing and the weather/sea conditions.
- Develop an appropriate working relationship with participants, based on mutual trust and respect
- Make sure all activities are appropriate to the age, ability and experience of those taking part
- Promote the positive aspects of the sport, especially fair play, friendship and respect.
- Accept responsibility for your actions.
- Display consistently high standards of behavior, appearance, language and manners.
- Follow all guidelines laid down by British Rowing and the Cornish Pilot Gig Association, the National Governing bodies, and the club including the welfare of adults and children, health and safety, sea safety, racing rules and general rules.
- Hold appropriate valid qualifications and insurance cover

- Never exert undue influence over performers to obtain personal benefit or reward
- Set a good example – accept the coxes and umpire’s decision, always maintain composure. If you are representing the club at races, regattas or any other event, not to shout or ridicule other rowers or officials.
- You are representing PPGC by wearing club kit, always act with integrity, composure and good grace.
- Never condone rule violations, rough play or the use of prohibited substances
- Encourage participants to value their performances and not just results
- Encourage and guide participants to accept responsibility for their own performance and behavior
- Agree not to share email addresses and personal information without consent.
- Agree not to partake in inappropriate activity as regarding the club or its members on any form of social media. (see guidelines below)
- Bullying in any form will not be tolerated.

Working with Juniors.

- Recognise that the welfare of Children is paramount, and that they need to ensure that Children are protected is a primary consideration and may override the rights and needs of those adults working with them.
- Follow British Rowing’s guidance on the use of social networking services and Social Media, and text and email messaging.
- Observe appropriate boundaries and relationships with juniors including use of contact and in language and communication.
- Always be publicly open when working with children, and avoid coaching, meetings or situations where a child or children and the individual are completely unobserved.

Social Media

We recognise that social media offers excellent opportunities for PPGC members and members from other clubs to stay in touch, share ideas and information, promote PPGC and the sport.

PPGC has very active Facebook, Twitter & Instagram pages, and we encourage all members to join and participate. However, there are a few very basic rules which we would appreciate you following when using all

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types of social media.

1. Be respectful to each other.
2. Be thoughtful – don't post updates/photographs which could cause embarrassment or harass another.
3. Handle complex issues privately and through the correct channels.
4. Don't escalate contentious issues.
5. Don't share other people's personal information.
6. Don't share confidential information.
7. Adhere to the Code of Conduct guidelines above, when posting to Facebook.
8. Remember that in addition to PPGC club members, friends from the wider gig rowing community may also be members of all our social media platforms therefore our members should be mindful to represent PPGC positively.

We have one administrator for our social media. If you are unhappy about a post which appears on any platform, please contact the club secretary.

Harassment Free Participation

PPGC demands an environment that is free from discrimination, harassment, bullying or other intimidating personal behaviours. We are committed to maintaining a professional, harassment-free working and rowing environment. All members & officers are permitted to participate in – and enjoy – their rowing as individual club members without harassment.

The following behaviour is expressly prohibited and may result in exclusion from PPGC:

- Unwelcome conduct – whether verbal, physical, or visual – that is based on a person's protected status, such as race, colour, religion, sex, age, national origin, citizenship status, disability, sexual orientation, veteran status, or any other protected status. This includes harassment of another individual whether verbal, physical or visual.
- Abusive language and/or physical aggression, deliberately causing injury to another or any disorderly conduct or malicious disturbance. This includes intimidation or harassment of others.
- Sexual harassment. This includes unwelcome sexual advances, request for sexual favors, as well as other physical, verbal, or visual conduct based on sex when:

Submission to the conduct is an explicit or implicit term or condition of participation; or the conduct has the purpose or effect of unreasonably interfering with the individual's participation by creating a hostile, offensive, or intimidating environment.

Sexual harassment is conduct based upon sex, whether directed toward a person of the same or opposite sex.

Safeguarding

Every person who takes part in gig rowing has the right to do so in a safe and enjoyable environment, free from judgment and abuse. The abuse of children, young people and the vulnerable can occur in any environment e.g. home, school and sports clubs. People the child know, and trusts commit the majority of child abuse. Children also disclose abuse to people they know and trust. This could be a member of our club. Having an awareness of following good safeguarding procedures applies to all rowers, coaches, volunteers and anyone involved in rowing within PPGC. All these people have a duty of care to safeguard the welfare of children and prevent their abuse. (see our safeguarding policy)

Any concerns about safeguarding should be raised with the Welfare officer or any committee member the person is happy to approach.