



BRITISHROWING

Code of Conduct

2022

TEAMWORK | OPEN TO ALL | COMMITMENT



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Part 1 - Introduction

This Code of Conduct is issued by British Rowing in support of its commitment to protect the values and integrity of rowing. As the governing body for the sport of rowing (both indoor rowing and rowing on the water) in England it is responsible for the participation and development of rowing and setting the standards that apply at every level and by all participants.

Who does this Code apply to?

British Rowing believe that if all individuals in rowing aspire to uphold these values, it will foster an inclusive, fair, and welcoming environment for all to enjoy.

This Code of Conduct applies to anyone who is involved in the sport of rowing in England¹, or represents Great Britain, including (but not limited to):

- Rowers and coxes (including indoor, fixed seat, sliding seat, coastal, etc);
- Parents, Guardians, Carers, Supporters;
- Clubs and Competitions (and all activities connected to a Club or Competition);
- Umpires, Officials;
- Coaches and Instructors;
- British Rowing Employees, Contractors, Coach Educators, or any others who provide a service on behalf of British Rowing;
- British Rowing Board of Directors, Committees or Panels;
- All Volunteers.

British Rowing Values

This Code of Conduct serves to set out the expected behaviours and conduct for participants based around the three pillars of British Rowing's strategic values of 'Teamwork', 'Open to All' and 'Commitment'.

Teamwork

In order to work together to achieve our shared vision, mission and goals with trust and integrity we will:

- lead by example and collaborate with other members of the rowing community to achieve British Rowing's vision, mission and goals;
- protect the safety of yourself and others;
- be honest and take part in rowing fairly;
- contribute to developing a culture of sportsmanship and equity;

¹ This refers to any rowing activity, in England, in an organisation or event affiliated or associated to British Rowing, or organised, recognised, convened, or authorised by British Rowing.



- advocate integrity and transparency, be impartial, objective, independent, and professional.

Open to All

To demonstrate our commitment to creating an accessible and inclusive sport that provides opportunities for enjoyment and achievement at all levels we will:

- enable anyone to take part in rowing, no matter what their background, ethnicity, ability, sexual orientation or beliefs;
- inspire competence, confidence, connection, character and creativity in all those who are part of rowing;
- recognise and support the rights, dignity and worth of others;
- be considerate and support the development of the emotional, as well as physical, well-being, health and future of anyone in rowing.

For more about our commitment to diversity and inclusion, refer to our [Commitment to Inclusion framework](#).

Commitment

Everyone in British Rowing will give their best and strive for continuous improvement, this entails:

- respect and following the rules of British Rowing;
- being proud and contributing to the growing rowing community, sharing the values and learning experiences from past to future generations;
- promoting the positive aspects of rowing;
- dedication to improving the sport of rowing and experience of those involved in it;
- protecting the environment and adoption of sustainable practice;
- being knowledgeable of, and compliant with all British Rowing's Codes, Regulations, Policies and Guidance.

For more information go to [British Rowing's Policies and Guidance](#).

Rights of Individuals

The rights of individuals apply to everyone in rowing no matter at what level, age, ability or involvement. Everyone has the right:

- 1.1 to participate in rowing;
- 1.2 to enjoy safe participation in rowing without fear or harassment;
- 1.3 to be respected and treated as individuals at all times;
- 1.4 to receive support for their individual needs within reason;
- 1.5 not to be pressurised to train or compete;
- 1.6 to be communicated with in a respectful and caring manner;



- I.7 to be treated in accordance with British Rowing Codes, Regulations, Rules and Policies;
- I.8 to enjoy an environment free of discrimination on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity;
- I.9 to challenge discrimination in whatever form it takes;
- I.10 to enjoy an environment free of sexual harassment, sexual abuse and any behaviour that could be construed as abuse;
- I.11 to make a complaint, and to be heard and have their complaint acted upon in accordance with the disciplinary and grievance procedure of British Rowing.

Breaches of this Code of Conduct

This Code of Conduct prohibits conduct ranging from serious criminal acts to unsportsmanlike behaviour or a lack of courtesy. Not all breaches will justify the taking of formal disciplinary action. Affiliated Clubs and Competitions will be able to resolve, formally or informally, many issues arising from breaches occurring within their own activities in accordance with their own disciplinary and grievance procedures. British Rowing encourage all individuals to work together in a collaborative manner to identify and resolve minor breaches.

Any significant or repeated breach of this Code of Conduct may be investigated in accordance with British Rowing's [Disciplinary and Grievance Regulations](#). Reports or complaints should be made in the first instance to the Club Welfare Officer or another appropriate Club Officer. At Competitions, reports should be made to the Event Welfare Officer or Competition Organising Committee. Where an employee of British Rowing is concerned, reports should be made to the Head of Human Resources or Deputy Director of Legal and Governance.

Guidance about how to report a concern to British Rowing is outlined in British Rowing's [Whistleblowing Policy](#).



Part 2 - Standards of Behaviour and Conduct

The Code of Conduct is arranged so that the standards which apply to every participant are set out first, and then for specific participant groups, additional standards more specific to their role and outlined.

All individuals should be aware of both the general and additional specific standards of conduct that apply to them and must appreciate that it is their personal responsibility to fulfil them on every relevant occasion. If there is any doubt, they should seek advice from British Rowing's [Governance Officer](#).

Standards of Conduct for all Participants (Including Parents or Carers of Children or Adults at Risk who are involved in Rowing)

All individuals must understand that their own competitive aspirations or those of other members of the rowing community do not ever justify failure to promote and follow British Rowing's Code of Conduct, Regulations, Rules, and Policies.

*All individuals **must**:*

- 2.1 adhere to the letter and the spirit of British Rowing Codes, Regulations, Rules, and Policies, and those of their own Club, a Competition or relevant organisation;
- 2.2 comply with the British Rowing Safeguarding, Anti-Doping, and Integrity Policies;
- 2.3 not behave or conduct themselves in any manner which could bring the sport of rowing, British Rowing, its affiliated Clubs and Competitions into disrepute;
- 2.4 not allow any form of behaviour that might violate any of British Rowing's Codes Regulations, Rules, or Policies to go unchallenged²;
- 2.5 not engage in acts of verbal or physical abuse;
- 2.6 not use or encourage others to use illicit drugs whilst participating in rowing or assisting others in rowing;
- 2.7 respect the rights, dignity and worth of other Participants, and not discriminate;
- 2.8 act equitably and not allow any form of discrimination or victimisation to go unchallenged³;
- 2.9 not engage in bullying or any other behaviour that could reasonably be viewed as inappropriate;
- 2.10 avoid inappropriate relationships which involve one person having a position of authority

² When challenging inappropriate behaviour or poor practice, consider whether you can talk to the person directly if it is something minor that can be easily resolved. In more serious circumstances you may wish to escalate to your club following their [disciplinary and grievance procedures](#), report to [British Rowing](#), or contact local services as appropriate.

³ As above.



or influence over another;

- 2.11 not carry out any acts for the purpose of cheating or the manipulation of competition.

*All individuals **should**:*

- 2.12 not drink alcohol, or be under the influence of prior drinking of alcohol, whilst participating in rowing, or coaching, officiating or assisting others in rowing.
- 2.13 be aware of and follow the guidance in place to ensure the health, safety, and well-being of all individuals in Rowing;
- 2.14 follow the directions of coaches, instructors, umpires and officials of a Club, Competition, or relevant organisation;
- 2.15 be a positive role model at all times;
- 2.16 act in a sportsmanlike way during training and competition;
- 2.17 not act in any way that would result in an actual or potential conflict of interest.

Additional Standards of Conduct for Parents or Carers of Children or Adults at Risk

Parents and Carers can help create a positive sporting environment by being role models for children and adults at risk. In addition to the requirements in 2.1 – 2.17,

*Parents / Carers **must**:*

- 3.1 not force children or adults at risk to participate in the sport or place undue pressure on them;
- 3.2 conduct themselves with respect for coaches and officials of the Club, Event or Competition, and other participants, supporters, and other members or parent/carers.

*Parents / Carers **should**:*

- 3.3 focus on and encourage learning and enjoyment of all aspects of involvement in rowing;
- 3.4 work with the club and/or coach to ensure that the level and type of participation is appropriate to their child, or the adult's stage of development;
- 3.5 encourage fair play and sportsmanship;
- 3.6 never engage in or tolerate offensive, insulting, or abusive language or behaviour;
- 3.7 ensure that their child or the adult, understand the requirement to follow the rules of their Club and of Events and Competitions and to adhere to British Rowing Codes, Regulations, Rules, and Policies;
- 3.8 ensure they understand what good safeguarding practice is and understand their child or adult's commitment to clean sport.



Additional Standards of Conduct for Coaches, Instructors, Officials, Umpires and Volunteers

Anyone with a position of authority or responsibility should lead by example. Everyone should conduct themselves with a high degree of honesty, integrity, and competence. Coaches must also be familiar with and abide by the [UK Coaching Code of Practice](#).

*Coaches, Instructors, Officials, Umpires and Volunteers **must**:*

- 4.1 act equitably in officiating and combat discrimination on the basis of gender, age, race, colour, sexual orientation, political opinion, etc.;
- 4.2 condemn cheating, manipulation of competition, and the use of prohibited substances or methods and take responsibility for providing guidance and education to participants on these issues;
- 4.3 conduct an appropriate risk assessment before undertaking any rowing related activity, ensuring the environment is as safe as possible and refer to [British Rowing's RowSafe](#) for guidance;
- 4.4 take action to report concerns they may have about behaviour towards any participant in accordance with British Rowing policies and guidance;
- 4.5 maintain an environment free of fear and harassment;
- 4.6 observe appropriate boundaries and relationships with their participants;
- 4.7 not behave in a manner that could be seen as abuse of any kind;
- 4.8 not force anyone to participate in the sport or place undue pressure on them;
- 4.9 comply with British Rowing Codes, Regulations, Rules, and Policies;
- 4.10 not allow any form of behaviour that might violate the British Rowing Codes, Regulations and Rules to go unchallenged;
- 4.11 avoid sexual intimacy with Participants, either while coaching/instructing them, or in the period of time immediately following the end of the coaching relationship;
- 4.12 ensure any physical contact is appropriate and necessary and is carried out within the recommended guidelines and only with the participants' full consent and approval;
- 4.13 not assume responsibility for any role which they are not qualified or prepared for, or mislead others as to the level of their qualification or competence;
- 4.14 maintain confidentiality and comply with relevant data protection legislation.

*Coaches, Instructors, Officials, Umpires and Volunteers **should**:*

- 4.15 uphold an environment of inclusivity;
- 4.16 be aware of the physical and emotional needs of all Participants (especially at the developmental stage), and ensure that training loads and intensities are appropriate, referring to [British Rowing's How Much and How Often and Rower Development Guide](#);
- 4.17 be aware of and follow the policies and procedures in place to ensure the health, safety,



- and well-being of all participants in rowing;
- 4.18 recognise the rights of all Participants to be respected, treated as equals, with their dignity preserved;
 - 4.19 recognise the rights of Participants to seek advice from other coaches and experts;
 - 4.20 always be clear about the nature of coaching services or any other services being offered including costs involved;
 - 4.21 promote the concept of a balanced lifestyle, supporting the well-being of Participants in and out of rowing;
 - 4.22 be appropriately discreet in any conversations about Participants, coaches, or any other individuals;
 - 4.23 display control, respect, dignity, and professionalism to all involved in rowing, accepting responsibility for their actions;
 - 4.24 make a commitment to providing a high-quality service to Participants;
 - 4.25 commit to ongoing continuing professional development to ensure safe and correct practice;
 - 4.26 work respectfully with other organisations, ensuring that required levels of communication, collaboration and permissions are observed;
 - 4.27 promote good practice in others and challenge any poor practice they observe;
 - 4.28 demonstrate appropriate personal behaviour and conduct at all times;
 - 4.29 hold relevant insurance and, where appropriate, current British Rowing membership.

Additional Standards of Conduct for any Individual working with Children

In addition to the above, anyone working with children (rowers and coxes under 18) **must** be familiar with, comply with and promote the British Rowing Safeguarding Children and Young People Policy and [Safeguarding Handbooks](#).

Individuals must:

- 5.1 recognise that the welfare of children is paramount and that the need to ensure that children are protected is a primary consideration and may override the rights and needs of those adults working with them;
- 5.2 follow British Rowing's guidance on the use of social networking services and social media, and text and email messaging see [Safeguarding Handbook 4](#), Safety in the digital world;
- 5.3 observe appropriate boundaries and relationships with children including use of contact and in language and communication both in person and in a virtual context. See [Safeguarding Handbook 3](#), Clubs training and competition guidance;
- 5.4 always be publicly open when working with children, avoiding coaching, meetings or situations where a child or children and the individual are completely unobserved;
- 5.5 work with the child's parent/carer to ensure that the level and type of participation is appropriate to the child's stage of development.



Additional Standards of Conduct for any Individual working with Adults at Risk

In addition to the above, anyone working with adults who have care and support needs **must** be familiar with, comply with and promote the British Rowing Safeguarding Adults at Risk Policy and Guidance documents. For the purpose of this section adults at risk will be addressed as 'adults'

*Individuals **must**:*

- 6.1 recognise that the welfare of the adult is paramount and that the need to ensure that adults are protected is a primary consideration and may override the rights and needs of staff or volunteers working with them;
- 6.2 understand that diversity is valued, and all adult participants should be treated with dignity and respect;
- 6.3 observe appropriate boundaries and relationships with adults, including use of contact and language and communication;
- 6.4 work with any appropriate carer or guardian to ensure that the level and type of participation is appropriate for the adult and any care and support needs they have;
- 6.5 ensure that the well-being of adults who are at risk of harm will be put first and the adult will be actively supported to communicate their views and the outcomes they want to achieve from disclosing concerns;
- 6.6 ensure that a 'person-centred' approach to safeguarding adults is taken, meaning that no decision about the adult is made, without consulting them first. Adults have the right to be involved in the safeguarding process concerning them.

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Part 3 - Definitions

Adult at Risk	An adult who has care and support needs; is experiencing or is at risk of abuse or neglect; and because of their care and support needs cannot protect themselves against actual or potential abuse or neglect.
Child or Children	Anyone under the age of eighteen years. Throughout this policy, we will refer to both children and young people as a child or children.
Club Welfare Officer (CWO)	The designated individual in a British Rowing affiliated club whose responsibilities are explained in the British Rowing Safeguarding Children and Young People and Adults at Risk Policies.
Coach	A paid or unpaid individual who develops the skills and abilities of one or more athletes, through imparting technical knowledge, and/or guiding practical activity, and/or supporting or coordinating activity.
Code of Conduct	The set of behavioural standards that establish the expected minimum standards of behaviour.
Competition	A group of one or more events managed by one Organising Committee. This includes, but is not limited to, regattas, indoor rowing events, head races, time trials, bumping races, etc.
Conflict of Interest	A situation in which an individual has competing interests or loyalties or there may be a perception of or actual bias.
Event	Shall mean a race or series of races, including all time trials, heats, repêchages, finals etc., that together determine the winner and the order of placement in a particular class of competition.
Individuals	All participants in rowing, including children, parents/carers, participants, competitors, coaches, umpires, marshals, volunteers and spectators.
Junior	A person who is eligible to compete in Junior class events, as defined by British Rowing Rules of Racing.
Officer	A paid or unpaid individual with a role in a club or competition that contributes to the running or coordination of club or competition activities.
Participant	Any individual who takes part in or is involved in any capacity in a rowing activity, competition or event.

**Rowing**

Rowing includes on-water sliding seat rowing, fixed seat coastal rowing, indoor rowing (whether in a gym, club, education establishment or home) and coxing rowers.

Social Media

Media designed to be disseminated through social interaction. Social media use of internet and web-based technologies to communicate with one another and receive news, information, and entertainment. Types of social media include networks like Facebook, Twitter, WhatsApp, YouTube, Messenger and blogs and podcasts.

Volunteer

An individual who freely gives their time to contribute for the benefits of a Club, Competition or British Rowing. They may or may not be a paying member of a rowing club.