



# Evolve S&C Club

## Code of Conduct

Evolve S&C Club is committed to ensuring that all lifters, volunteers, and staff are able to participate and work in an environment that is positive, friendly and safe. Our *Code of Conduct* outlines what we expect in terms of behaviour and conduct of all those who are involved with us. The Code of Conduct is built around the values of Evolve S&C Club which are outlined below.

### Values

**Inclusivity** - *Being open to all and working in productive partnerships*

**Excellence** - *Committing to improvement and striving to achieve the highest standard possible*

**Openness** - *Being transparent and accountable to communities*

### Equality Statement

Evolve S&C Club continues to be committed to making our sport accessible to participants from all social and ethnic backgrounds. We continue to implement initiatives to develop opportunities and reduce barriers for participation. It is of huge importance that all Evolve S&C Club staff and board members, along with members and volunteers understand how they contribute to our Equality policy.

## Code of Conduct for Affiliated Clubs and Academies

As a Weightlifting Wales Affiliated Club/Academy:

- **We have a Safeguarding policy in line with Weightlifting Wales and treat safeguarding as a priority. Staff, coaches and welfare officers in clubs have a duty to report any concerns related to Safeguarding. Please see the Evolve S&C Club Safeguarding policy.**  
**Alternatively, you should directly contact NSPCC for advice and guidance if you are concerned: Tel. 0808 800 5000 / [help@nspcc.org.uk](mailto:help@nspcc.org.uk).**
- **Evolve S&C Club has a male and female welfare officer in place and known to members and parents.**
- **Evolve S&C Club equality policy is in line with Weightlifting Wales and the centre is welcoming, inclusive, and friendly.**
- **Evolve S&C Club does not tolerate bullying, discrimination or harassment within the facility**
- **Evolve S&C Club understand the rules on anti-doping and educate the Staff, Volunteers and lifters about such rules**
- **Evolve S&C Club refers to the WW social media guidelines**
- **Evolve S&C Club has qualified and knowledgeable coaches overseeing Weightlifting and Para Powerlifting activities within the club, and ensure that coaches attending competitions have valid Coaching Licenses as issued through British Weight Lifting**

## Staff and Volunteer Code of Conduct

As a member of staff or volunteer in Evolve S&C Club, the below are some guidelines outlining behaviours expected of staff and volunteers:

Staff and Volunteers should:

- **Know their responsibilities within their role**
- **Accept their limitations and seek support from appropriate staff if presented with something that cannot or should not be dealt with alone**
- **Be vigilant in ensuring that safeguarding, anti-bullying and anti-discrimination policies and procedures are followed. You have a duty to report anything that causes concern**
- **Ensure to treat fellow colleagues, volunteers and members respectfully**
- **Challenge / report discriminative / inappropriate behaviour or language (see equality policy for more information)**

- **Be mindful of social media use, e.g. language (See social media policy)**
- **Use appropriate language whilst carrying out duties**
- **Be a positive role model for members**
- **Dress appropriately for tasks**
- **Stay up to date with technical rules within Weightlifting and Para Powerlifting, and with policies relevant to your role**
- **Respect confidentiality, privacy and data protection policies**

### **Code of Conduct for Lifters**

Lifters are often viewed as role models within their own sport and beyond, and so have a responsibility to represent the sport, their club and their NGB.

Lifters should:

- **Respect the rights and dignity of their fellow lifters, coaches, volunteers and staff members, and should treat everyone equally**
- **Take responsibility in fully understanding the rules and procedures of UK anti-doping and adhere to WW / UK anti-doping rules**
- **Promote sportsmanship on and off the platform, e.g. congratulate your opponents after your competitions**
- **Respect and co-operate with staff, officials, coaches, medical staff, fellow lifters and volunteers**
- **Be mindful of social media use, e.g. language (See social media policy)**
- **Be knowledgeable about the technical rules of competition and compete within these regulations- do not argue with referees and officials during competition**
- **Notify a member of staff if concerns arise about inappropriate behaviour of another lifter, coach, official, volunteer or staff member**
- **Act if they have reasonable grounds to suspect doping: Contact UKAD by following their reporting system available at: <https://forms.theiline.co.uk/ukad>**
- **If in receipt of funding, respect and comply with the terms of their athlete contracts to the best of their abilities. They should communicate with their coaches and support network to ensure they are able to meet their targets.**

## **Parent's and Carers**

The support of parents/guardians, friends and family are particularly important to the experience of a child in sport.

Parents/Carers should:

- **Aim to support their child in both success and failure**
- **Encourage rule abiding and lead by example in showing good sportsmanship and respect to other opponents, coaches, staff and volunteers**
- **Respect the rights of staff, volunteers, coaches, lifters and their parents**
- **Respect the decisions of the coaches, referees and technical official's in competition**
- **Know who is the Welfare officer in their child's club and report anything that they feel is inappropriate through the correct reporting channels (see Safeguarding policy and Welfare Reporting Form on the Weightlifting Wales website)**

Parents must not:

- **Using abusive language towards any staff, coaches, referees, technical officials, lifters or other parents**
- **Behaving in a discriminative or threatening behaviour to any other person involved in Weightlifting**
- **Challenging decisions made by technical officials, referees or coaches during competition**
- **Pressuring their children or forcing an unwilling child to participate in Weightlifting**
- **Ridicule or criticise staff, coaches, referees, technical officials, lifters or other parents publicly**