



Code of Conduct for Volunteers

As a Volunteer at Bulls Wheelchair Rugby Club I will fulfil the values of the sport by adhering to the Code of Conduct as set out below.

Respect

I agree to:

- Respect the rules, regulations and requirements of wheelchair rugby including as they apply to any competitions and / or events that I am involved in.
- Respect the reputation of the sport and each individual involved in it. I will not take any action or make inappropriate comments about a fellow participant, coach, official, volunteer or member that will bring the sport or those associated with delivering the sport into disrepute (including making comments on social media technology, to which end I will respect Bulls WRC guidance and policies on social media technology).
- Respect the result of the game. I will not offer or accept any attempts to influence the game.
- Demonstrate integrity by not betting on a game that I have any involvement with.
- Abide by all Bulls WRC Policies and pay particular attention to ensuring that the requirements of the Safeguarding, Equality, Financial, Harassment and Anti-bullying policies are met and Social Media guidance is followed.
- Display modesty in victory and graciousness in defeat; be sporting – whether I win or lose; always respectfully acknowledge the other team and the officials at the end of the game.
- Never argue with an official or participant during a game and listen to and cooperate with officials' decisions.
- Always act within the law.

Enjoyment

I agree to:

- Promote enjoyment of the game for myself and others. I agree to abide by this code of conduct and to actively promote it to others.
- Take responsibility for creating a positive and welcoming environment which is free from the threat of intimidation and harassment.
- Never undermine others' enjoyment of the Sport or my performance by drinking alcoholic drinks or smoking while undertaking any role or responsibility for children or adults at risk.

Excellence

I agree to:

- Strive for excellence within the role that I undertake within wheelchair rugby and always conduct myself in an appropriate manner.
- Be on time, dressed appropriately and ready to give my full attention to the role I am carrying out within my club.
- Promote the positive aspects of the sport and challenge and report immediately any concerns related to the use of inappropriate or abusive language or behaviour (including potentially inappropriate relationships, bullying, harassment, discrimination or physical violence).
- Promote the reputation of the sport and take all possible steps to prevent it being brought into disrepute.
- Promote an open and transparent environment where everyone feels comfortable about raising and addressing concerns without fear of retaliation.



Teamwork

I will ensure that I:

- Acknowledge the rights of all people involved in wheelchair rugby.
- Will be aware of the rights of children and adults at risk and ensure that I follow the GBWR's Safe and Sound Safeguarding Policy.
- Respect confidentiality and the sensitivities of information about others.
- Will always recognise the achievements of others and applaud their successes.
- Will control my temper; I understand that verbal, emotional and physical abuse of officials, coaches, spectators or participants, or deliberately distracting or provoking a participant, coach or official is not acceptable or permitted behaviour in wheelchair rugby.
- Will be polite and courteous in my dealings with others in the sport.
- Will seek to protect myself and others involved in the sport from verbal abuse and threatening or intimidating behaviour.
- Will always participate in the spirit of fair play.

Trust

I agree to:

- Never abuse or misuse any relationship or position of trust, power or influence that I hold.
- Ensure that everyone has the opportunity to play in a fair, honest environment by rejecting cheating, following the Anti-Doping policies and not taking illegal substances while involved in the sport.
- Never abuse Bulls WRC assets for personal benefit or the benefit of anyone other than the sport.

Inclusiveness

I will always:

- Seek to demonstrate my recognition of the value of the different qualities and attributes each person brings to the sport.
- Welcome new members, volunteers and cooperate with Members, colleagues, coaches, officials and administrators already in the sport.
- Take responsibility for opposing discriminatory behaviours and for promoting equality of opportunity.
- Acknowledge the right of anyone to have an equal opportunity to take part in the sport in a role which is suitable and appropriate to them.

Volunteers will also:

- Be a positive role model for wheelchair rugby by acting in a way that projects a positive image of my role within wheelchair rugby and being fair, considerate and honest with participants and officials.
- Display high standards in my language, manner, punctuality, preparation and presentation to ensure that all time spent with me by participants or colleagues is a positive experience.
- Be familiar with Safeguarding, Harassment and Anti-bullying policies and Social Media guidance.
- Exercise reasonable care and skill when carrying out my duties including, but not limited to, keeping up to date with the latest practices and developments by taking up further education and other personal and professional development opportunities.
- Be consistent, independent and demonstrate complete impartiality through exercising reasonable care and skill to enforce the rules of the game by applying them fairly in order to effect control of the game.
- As a coach, seek to inspire and motivate in accordance with an individual's abilities to enable them to play to the best of their ability and realise their potential.
- As a coach, provide athletes with planned and structured training programmes appropriate to their abilities, developmental needs and goals by ensuring that equal attention and opportunities



are available to all, including those requiring a modified plan due to medical/social support needs or injury.

- As a tutor, assessor, tester, trainer, verifier or mentor, provide candidates with the appropriate information, feedback and planned and structured programmes appropriate to their needs and goals, ensuring that equal and adequate attention is given to each individual.
- Strive to maintain a level of mental and physical fitness which enables me to carry out my role effectively within wheelchair rugby.
- Ensure that the training and / or competition environment is safe and appropriate for the age, physical and emotional maturity, experience and ability of the athletes.
- Ensure that I follow instructions and comply with all health and safety regulations that apply to the role I am undertaking. I agree to abide by this code of conduct and will promote it to others.
- Maintain the highest standards in safeguarding children and adults at risk in the sport, by staying up to date with relevant safeguarding policies and practices and ensuring that I comply with the safeguarding requirements for my role.

Agreement

I confirm that I have read and understood the Bulls WRC Codes of Conduct.
I also agree to ensure that I am familiar with those Codes which may become relevant should there be any change in my role within wheelchair rugby and to adhere to these accordingly. Any breach of these codes will result in action as per the Organisational Disciplinary Policy.

Name:

Signature:

Date:

Age
(if under 18 years of age):

Name of parent / legal guardian
(if subscriber is under 18 years of age):

Signature of parent / legal guardian
(if subscriber is under 18 years of age):

Date: