



Code of Conduct

Including Overview and Specific Roles

This document contains information around Code of Conduct applicable for all members of British Ice Skating and those in roles specified below. Some of the roles mentioned include persons who may not be members of British Ice Skating.

Version 1

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Overview of Codes of Conduct

Sporting excellence and enjoyment are only achieved by participants and spectators through adherence to the highest moral, ethical and sporting standards. Our mission is to establish *British Ice Skating* as a top-performing, financially sustainable National Governing Body that promotes Ice Skating as **“Skate for Fun, Skate for Gold, Skate for Life”**

One of our underlying objectives is to establish a safe, fair and inclusive sporting environment.

To achieve this ambition, we must continue to engage everyone in our sport and provide them with an enjoyable, exciting and stimulating experience. The promotion of respect, good sportsmanship, high standards of behaviour and ethics are fundamental to this objective.

Our Codes of Conduct set out the standards and expectations that are applicable to **everyone** involved in the delivery of Ice Skating under the auspices of the National Governing Body in the United Kingdom.

Breaches in standards and expectations **will always** be taken seriously and handled according to open and transparent regulations. The application of sanctions must be consistent, relevant and proportionate. Our Disciplinary Regulations define the regulations under which any breach or alleged breach will be investigated.

It is the responsibility of all Members and affiliated Clubs to understand *British Ice Skating* standards and expectations under the individual codes of conduct and to help us ensure that the code is applied by all members and participants in the United Kingdom.

The definitions within the Code of Conduct are consistent with **the Disciplinary Regulations**; with the following terms having the meanings set out below:

Code of Conduct for All Members of British Ice Skating

British Ice Skating’s Codes of Conduct requires the highest standards of conduct from **everyone** involved in Ice Skating to ensure that their behaviour and actions always meet the values and standards expected and are applicable to all aspects of the sport.

It is the responsibility of all *British Ice Skating* Members, Licensed Coaches, Parents and / or Legal Guardians of *British Ice Skating* members, *British Ice Skating* Affiliated Clubs / Club Officials / Clubs members, Parents and / or legal guardians of Affiliated club members and Volunteers associated to / under the guidance of Affiliated Clubs and / or *British ice Skating* to ensure they conduct themselves in an honest, fair, impartial and transparent manner.

I agree that I will respect:

- The rules, regulations and requirements of *British Ice Skating*, including, but not limited to, any competitions or tests in which I participate either directly or indirectly
- The rights, dignity and worth of all people involved in ice skating, regardless of any protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or political beliefs)
- The rights, dignity and worth of Children, Young People and Adults at Risk and ensure that I am aware of the Safeguarding best practice guidelines and procedures when interacting with them.
- Confidentiality and the sensitivities of information I hold on other individuals.

- *British Ice Skating* and / or an individual's reputation and not take any action or make inappropriate or detrimental comments about a fellow participant, coach, official, club, volunteer or member of *British Ice Skating* staff that will bring the Sport or those associated with delivering the Sport into disrepute.
- *British Ice Skating's* guidance and policies on social media technology and not take any action or publish inappropriate or detrimental comments about a fellow participant, coach, official, club, volunteer or member of *British Ice Skating* staff.
- The position I hold within ice skating and always conduct and dress myself in an appropriate manner.

I agree that I will:

- Not abuse or misuse any relationship of trust or position of power or influence held by me.
- Be on time, dressed appropriately and ready to give my full attention to the role I am carrying out within ice skating
- Recognise that individuals bring different qualities and attributes.
- Welcome new members, volunteers, and connected participants and cooperate with Members, Connected Participants, colleagues, coaches, officials and administrators already in the Sport.

I recognise that individuals participate in Ice Skating to achieve and have fun, therefore,

I agree that I will:

- Recognise the achievements of others and applaud their successes
- Endeavour to ensure that all involved in the Sport optimise their potential by promoting the positive aspects of the sport and never condoning the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.
- Not impinge on others enjoyment of the sport or my performance by consuming alcoholic drinks, consuming illegal substances, smoke or vape immediately prior to or while participating in the sport, or while volunteering or safeguarding children, young people or vulnerable adults
- Ensure that everyone can participate in a fair, honest environment by rejecting cheating and abiding by the Anti-Doping policies
- Display modesty in victory and graciousness in defeat; be sporting – whether I win or lose.
- Never argue with an official or participant during a competition or at tests and listen to and cooperate with officials' decisions
- 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 Ice Skating.
- Enjoy Ice Skating and ensure others can also enjoy it.

I agree to abide by this code of conduct and promote it to others.

I understand and accept that **any** breach of this Code of Conduct on my part may result in British Ice Skating taking actions under the Disciplinary Regulations.

Code of Conduct for Affiliated Clubs, Affiliated Club Members, Parents and / or Legal Guardians of Affiliated Club Member, Volunteers Involved under the Guidance of an Affiliated Club

British Ice Skating's Codes of Conduct states the values and standards expected at all time.

In addition to the above, the enjoyment and safety of your members when involved in Ice Skating is of paramount importance to *British ice Skating*.

As an Affiliated Club, we agree that our Club Members, Parent and / or legal Guardian of a club member or Volunteer involved under the guidance of an Affiliated Club have agreed to abide by **all** BIS policies and therefore, **I / we agree that I / we will:**

- **As an Affiliated Club:** Promote the *British Ice Skating* Code of Conduct to all Club members, Parents and / or Legal guardians of club members and all volunteers and ensure that they are adhered to at all times.
- **As an Affiliated Club:** Encourage every member of the club (Child and Adult) to ensure their behaviour and actions meet the values and standards expected of them at all times
- **As an Affiliated Club, Affiliated Club Member, Parent and / or Legal Guardian of an affiliated Club member or as a Volunteer involved under the guidance of an affiliated club:** support and positively embrace the spirit of Ice Skating.
- Respect all Members of *British Ice skating* including (but not limited to) Coaches, Judges, Officials and all other individuals who are involved in Ice Skating
- Support all aspects of effort and performance and give positive comments that motivate and encourage continued effort and learning
- Understand that Competitions are about being involved in Ice skating and not all about winning and accept all results without undue disappointment
- Be a positive role model to all Skaters by encouraging them to work towards improvements and good sportsmanship
- Encourage participation by applauding performances of not only Club members but all skaters involved in the sport / competition.
- Respect the rights, dignity and worth of Children, Young People and Adults at Risk and ensure that I am / we are aware of the *Safeguarding best practice guidelines* and procedures when interacting with them and that any concerns are raised to the Clubs safeguarding officer and / or Club Chairperson and / or *British Ice Skating*.
- Respect the rights, dignity and worth of all people involved in ice skating, regardless of any protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or Political Beliefs)
- Respect *British Ice Skating* and / or an individual's reputation and not take any action or make inappropriate or detrimental comments about a fellow participant, coach, official, club, volunteer or member of *British Ice Skating* staff that will bring the Sport or those associated with delivering the Sport into disrepute.
- Respect British Ice Skating's Social Media Policy and not take any action or publish inappropriate or detrimental comments about a fellow participant, coach, official, club, volunteer or member of *British Ice Skating* staff.

As an Affiliated Club Member, Parent and / or Legal Guardian of a Club Member or as a Volunteer involved under the guidance of an affiliated club, **I agree I will not:**

- Pressurise any person in any way or force anyone against their will to be involved in the sport of Ice Skating
- Use inappropriate language, harass other members / skaters, Coaches, Judges, Officials, volunteers or spectators
- Criticise or ridicule any skater / skaters
- Impinge on others enjoyment of the sport by consuming alcoholic drinks, consuming illegal substances, smoke or vape immediately prior to or while participating in the sport or during an event, or while volunteering or safeguarding children, young people or vulnerable adults

I / We agree to abide by this code of conduct and promote it to others.

I / We understand and accept that **any** breach of this Code of Conduct on my / our part may result in British Ice Skating taking actions under the Disciplinary Regulations.

Code of Conduct for Coaches, Affiliated Club Officials and Affiliated Club Safeguarding Officers

British Ice Skating's Codes of Conduct states the values and standards expected at all times.

In addition to the above, when in my capacity as a Coach, Club official or Club Safeguarding Officer, I **agree that I will respect and:**

- Will be a positive role model for *British Ice Skating* by acting in a way that projects a positive image of my role within ice skating and being fair, considerate and honest with participants and officials
- Will 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
- 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 sport by applying them fairly and to effect control of the delivery of the sport.
- Be mentally and physically fit to carry out my role within Ice Skating
- 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.
- **As a coach**, seek to inspire and motivate in accordance with an individual's abilities to enable them to ice skate 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 and goals by ensuring that equal attention and opportunities are available to all, including those requiring a modified plan due to sickness or injury
- **As a coach**, acknowledge that this Code of Conduct is to be read in conjunction with the Coaches Code of Ethics

I agree I will abide by this code of conduct and promote it to others.

I understand and accept that **any** breach of this Code of Conduct on my part may result in British Ice Skating taking actions under the Disciplinary Regulations.

Code of Conduct for All Skaters and Performance Squad Athletes

The Code of Conduct states the values and standards expected at all time.

In addition to the above, when in my capacity as a member of *British Ice Skating*, **I agree that I will respect and:**

- Make a positive commitment to supporting and achieving the aims of *British Ice Skating*
- accept and abide by all the sport's policies and procedures currently adopted in relation to membership of *British Ice Skating*
- project a favourable and positive image of the sport
- behave in a manner that shows proper respect for other athletes and colleagues in the sport and other athletes when training and / or competing
- **Will not** impinge on others enjoyment of the sport by consuming alcoholic drinks, consuming illegal substances, smoke or vape immediately prior to or while participating in the sport in line with the *British Ice Skating* Anti-Doping Policy
- **As a Performance Squad Athlete**, acknowledge that this Code of Conduct is to be read in conjunction with the *Athletes Agreement*

I agree I will abide by this code of conduct and promote it to others.

I understand and accept that **any** breach of this Code of Conduct on my part may result in British Ice Skating taking actions under the Disciplinary Regulations.

Code of Conduct for Judges, Officials and Test Organisers

British Ice Skating's Codes of Conduct states the values and standards expected at all times.

In addition to the above, when in my capacity as a Judge, Official and / or Test Organiser

I agree that I will respect and:

- Act in a manner appropriate to the position I hold within *British Ice Skating*
- Will be a positive role model for *British Ice Skating*
- Endeavour to promote *British Ice Skating* and the sport of Ice skating in a positive manner
- Will be held responsible for ensuring that all rules and policies of *British Ice Skating* are observed on any occasion when I am present
- Will be independent, impartial and free from bias
- Acknowledge that this Code of Conduct is to be read in conjunction with the Conflict of Interests guidelines
- **As a Judge / Official**, acknowledge that this Code of Conduct is to be read in conjunction with the Judges and Officials Handbook
- **As a Test Organiser**, acknowledge that this Code of Conduct is to be read in conjunction with the Test Organisers Handbook

I agree I will abide by this code of conduct and promote it to others.

I understand and accept that **any** breach of this Code of Conduct on my part may result in British Ice Skating taking actions under the Disciplinary Regulations.

Code of Conduct for Technical Advisory Committee Members

The Code of Conduct states the values and standards expected at all time.

In addition to the above, when in my voluntary capacity as a member of *British Ice Skating* Technical Advisory Committee

- **As a member of the Technical Advisory Committee**, Acknowledge that this Code of Conduct is to be read in conjunction with the Technical Advisory Committee's Code of Conduct

I agree i will abide by this code of conduct and promote it to others.

I understand and accept that **any** breach of this Code of Conduct on my part may result in British Ice Skating taking actions under the Disciplinary Regulations.

Code of Conduct for: British Ice Skating Board and Committee Members

The Code of Conduct states the values and standards expected at all time.

In addition to the above, when in my voluntary capacity as a member of *British Ice Skating*,

- **As a member of the British Ice Skating board and / or Committee member**, Acknowledge that this Code of Conduct is to be read in conjunction with the Board and / or Committee member's Code of Conduct

I agree I will abide by this code of conduct and promote it to others.

I understand and accept that **any** breach of this Code of Conduct on my part may result in British Ice Skating taking actions under the Disciplinary Regulations.