

WELSH INDOOR BOWLS PLAYERS' CODE OF CONDUCT

1. OVERVIEW OF CODES AND PRACTICES

Sporting excellence and enjoyment are only achieved by participants and spectators through adherence to the highest moral, ethical and sporting standards. One of our objectives is to establish a safe, fair and inclusive sporting environment.

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 every Player and Connected Participant involved in the delivery of Indoor Bowling under the auspices of WIB.

The Code of Conduct for Players and Connected Participants is applicable to players involved with Indoor Bowling in Wales.

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

It is the responsibility of all Players and Connected Participants to understand WIB's standards and expectations under the individual Codes of Conducts and to help us ensure that the code is applied to all Indoor Bowling participants in Wales.

1. CONTACT DETAILS

The Code of Conduct is administered by WIB through the offices of its Secretary John Phillips.

2. VALUES AND PRINCIPLES

WIB expects all its members and players to adhere to the high standards required to play our sport and expects its players to understand its main objective to "promote and foster Indoor Bowling in Wales" in the correct manner.

3. CODE OF CONDUCT

Our Code of Conduct requires the highest standards of conduct from everyone involved in Indoor Bowling in Wales to ensure that the behaviour and actions meet the values and standards expected at all times. Everyone must conduct themselves in an honest, fair and transparent manner.

Our Codes of Conduct are applicable to all aspects of the Sport and are driven by values of Respect, Teamwork, Achievement and Enjoyment.

I will Respect:

- The rules, regulations and requirements of the Sport, including, but not limited to, any competitions in which I participate either directly or indirectly.
- The rights, dignity and worth of all people involved in Indoor Bowling, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.
- The rights, dignity and worth of Children, Young People and Vulnerable Adults and ensure that I am aware of the Safeguarding best practice and guidelines when interacting with them.
- Confidentiality and the sensitivities of information I hold on other individuals.
- Indoor Bowling and the individual's reputation and not take any action or make inappropriate comments about a fellow participant, coach, umpire, official or volunteer that will bring the sport, or those associated with delivering the Sport, into disrepute, including making comments on social media. I will respect WIB's guidance and policies on social media.
- The position I hold within Indoor Bowling and will always conduct and dress myself in an appropriate manner.
- The results of the game and will not attempt to offer or accept, either directly or indirectly, any consideration whatsoever in return for influence by betting or attempting to influence the result or seek to achieve personal gain on a result which I can influence by betting on any match or event where I am participating, either by playing, coaching, umpiring or officiating, through direct or indirect involvement.
- The fact that I must not bet, accept, give, or in any way be involved in any inducement or bribe in relation to my own sporting performance or the performance of any teams of which I am a member.

Indoor Bowling is based on Teamwork, therefore I will:

- Not abuse or misuse any relationship of trust or position of power or influence held by me in any team.
- Be on time, dressed appropriately and ready to give my full attention to the role I am carrying out within Indoor Bowling in Wales.
- Recognise that individuals bring different qualities and attributes but "together we will excel".
- Welcome new members and volunteers and co-operate with members, connected participants, colleagues, coaches, umpires, officials and administrators already in the Sport.

I recognise individuals participate in Indoor Bowling to achieve and for enjoyment, therefore 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 or smoking while participating in the sport, or while safeguarding children, young people or vulnerable adults.
- Ensure that everyone can participate in a fair and honest environment by rejecting cheating, abiding by the Anti-Doping polices and not taking illegal substances immediately prior to or while participating in the Sport.
- Display modesty in victory and graciousness in defeat; be sporting – whether I win or lose; always acknowledge the other team and the umpires at the end of the game.
- Never argue with an official or participant during a game and listen to and co-operate with officials' decisions.
- Control my temper; I understand that verbal, emotional and physical abuse of officials, coaches, umpires, spectators or participants, or deliberately distracting or provoking a participant, coach, umpire or official is not acceptable or permitted behaviour in Indoor Bowling.
- Enjoy the game and ensure others can also enjoy it.

I will endeavour to abide by this Code of Conduct and promote it to others. I understand that, if I fail to follow the code, WIB may act against me under the Disciplinary Regulations which may result in Sanctions including suspension and losing playing privileges.

4. OTHER ELEMENTS OF GOOD PRACTICE

The full WIB's Codes of Conduct and Regulations appear on the WIB's Website and contain the following specific issues and documents.

- Welsh Indoor Bowls – Alcohol Awareness Statement.
- Welsh Indoor Bowls – Use of Banned Substances Statement.
- Welsh Indoor Bowls – Social Media Policy Statement.
- Welsh Indoor Bowls - Child Safeguarding & Vulnerable Adults Statement
- Welsh Indoor Bowls – Conditions for International Selection
- Welsh Indoor Bowls – Conditions for Playing in Invitational Tournaments.
- Welsh Indoor Bowls – Code of Conduct for International Competition
- Welsh Indoor Bowls – Disciplinary & Appeals Procedure.

WIB expects the best possible standards of performance and conduct from all its member clubs and participants.

ALCOHOL AWARENESS STATEMENT

The consumption of alcohol is not deemed as necessary at any point during a WIB's event or an event in which WIB is represented.

No alcohol will be consumed during play at International events in which WIB is participating and the consumption of alcohol during play at National Finals events in Wales is strongly discouraged.

Rules on the consumption of alcohol prior to and after the completion of play each day at an International event will be agreed with the Team Managers in the first instance. Players will be issued with a directive prior to each event by the Team Managers.

Any player found consuming alcohol or under the influence of alcohol and not able to uphold their status as a representative of WIB at any event shall be removed from the team with immediate effect and an additional penalty will be considered unless extenuating circumstances are accepted by WIB through a process of Appeal.

WIB expects all players to understand their limitations with alcohol in their system and expects players to have respect for their position and not let alcohol cause them to drop their standard of behaviour, maturity or performance.

By signing this Code of Conduct I agree to the following-

- a). Not to drink alcohol during an International event.
- b). Abide by the directive given by the Team Managers in relation to drinking alcohol prior to and after the completion of play each day.

USE OF BANNED SUBSTANCES STATEMENT

The World Indoor Bowls Council prohibits the use of banned substances or methods of doping and are governed by the Rules & Regulations of the World Anti-Doping Agency (WADA). WIB is also required to comply with these Rules & Regulations, and in no circumstances will the use of banned substances or methods of doping be tolerated. All medication taken should be advised to the WIB's Secretary so that this may be checked out. In all circumstances, this information will be treated as **CONFIDENTIAL** between WIB and the player/Official. In certain circumstances a Therapeutic Use Exemption (TUE) is required, and application must be made and accepted by a practicing doctor.

By signing this Code of Conduct I agree to the following-

- a). Neither possess nor encourage the use of any illegal or prohibited drugs.
- b). Ensure WIB is notified of any doping related offences arising out of WIB's activities.
- c). Make myself aware of the WADA regulations through the UK Sport Anti-Doping information

Any member of the Team on duty at an event who is found guilty of a doping offence (prior to or during any Event) will, after WIB's procedures have been followed, be banned from future play at that event until a disciplinary hearing is held unless extenuating circumstances are accepted by WIB through process of Appeal.

The taking of illegal drugs will not be tolerated at any point in Indoor Bowling in Wales and any player found consuming illegal drugs or under the influence of illegal drugs shall be removed immediately from any WIB's event, or events WIB are participating in.

SOCIAL MEDIA POLICY STATEMENT

Social Media sites such as Facebook, Myspace, Twitter, Flickr, LinkedIn, You Tube, as well as Forums and Blogs are exciting avenues expressing creativity and sharing interests and knowledge. Participation in these online communications is therefore supported. However, there is a danger of online discussions and posting of online content causing distress to individuals or groups of members which could detract from the overall enjoyment of people involved in our sport.

WIB's social media policy is guided by the key principles of the WIB's Code of Conduct which are: –

- WIB wishes to operate in an environment where people show respect for others.
- Teamwork.
- Achievement
- Enjoyment.

This Code applies to every player of WIB who acknowledges and agrees to comply with the Code, failure to do so may result in disciplinary action being taken against you. If any disciplinary action is taken, persons directly affected shall be given the opportunity to participate in those proceedings and the right to appeal any decision against them.

WIB promotes responsible use of social media and requires its players, when posting about WIB and its members or about any of the Member Clubs of WIB or events run under the auspices of WIB, to observe the following guidelines for responsible social media use.

1. WIB requires members to take responsibility for their own words and for the comments allowed on their sites or forums, WIB's members will not post unacceptable content, and will delete comments that contain it.

Unacceptable content is defined as anything included or linked to that which.

- a). is being used to abuse, harass, stalk or threaten others.
 - b). is libellous, knowingly false, or misrepresents another person.
 - c). infringes upon a copyright or trademark.
 - d). violates an obligation or confidentiality.
 - e). violates the privacy of others.
2. WIB's members should not post anything online that they would not say in person.
 3. WIB's members connect privately before they respond publicly. When members encounter conflicts and misrepresentation in social networking sites, they make every

effort to talk privately and directly to the person(s) involved – or find an intermediary who can do so – before publishing any posts or comments about the issue.

4. WIB strongly discourages personal attacks. When someone is publishing comments that are offensive, members will tell them so. It is hoped that this will be done in a private manner as guided by principle 3.
5. Anonymous comments are discouraged. All content posters should be required to supply a valid Email address before they can post. However, authorised posters may identify themselves with an alias, rather than a real name.
6. WIB prefers members not to respond to nasty comments about them, their group, event or site. If posts veer into abuse or libel, WIB supports the use of disciplinary and grievance procedures to resolve issues.
7. WIB encourages players on International duty to post responsibly and positively about their experiences. They should also adhere to direction from their respective Team Managers about acceptable times to post on social media. WIB discourages the use of social media after the agreed curfew time.

WIB encourages all members to “think before posting”. Members should recognise that even if posting to a private section of a social networking site comments can appear in public areas through a variety of means and can easily be found. Members should avoid posting something they will regret now or later.

CHILD SAFEGUARDING & ADULTS AT RISK STATEMENT

WIB fully accepts its legal and moral obligations to exercise its duty of care and to protect all children and vulnerable adults participating in its activities, and to safeguard their welfare.

We are committed to do this by acknowledging that:

- The welfare of the child is paramount.
- Each child, irrespective of age, gender, religion, race or disability, has the right to protection from abuse.
- Each child deserves to be safe and to be treated with respect and dignity.

We shall use our best endeavours to ensure that:

- All allegations of abuse are taken seriously.
- The response to them is swift and appropriate.
- The effectiveness of our policy is reviewed annually.
- A responsible person shall be appointed annually as Child Safeguarding & Vulnerable Adults Officer to whom members can address any concerns.

This Association will help, encourage and support all Affiliated Clubs and Associations in the introduction and maintenance of their Child Safeguarding & Adults at Risk Statement.

Information regarding WIB's Child Safeguarding & Adults at Risk Officer can be found on the website.

In the absence of a nominated safeguarding lead WIB will adopt and operate under the safeguarding policies and guidelines set out by Bowls Wales and will work in conjunction with the Bowls Wales appointed safeguarding officer.

CONDITIONS FOR INTERNATIONAL SELECTION

To be considered for National Selection all players must make themselves available and, if selected by their Club, play in National Club Championship matches. Failure to play in a reasonable number of National Club Championship matches will preclude a player from selection. Exceptions may be made for Junior & Over 50s selection.

To qualify for International Selection all players are required to make themselves available for all relevant development, squad games and practice sessions. Players not attending any of these without the agreement of the Director of Bowls/Team Manager will not be considered for International Selection.

Players wishing to be excused from participation in any Development, Squad game or Practice session must submit their request to the Team Managers stating the reasons why they cannot attend. The Team Managers will consider the request and will inform the player of his/her decision. If the player does not receive a reply from the Team Managers, it can be deemed that the request has been rejected.

CONDITIONS FOR PLAYING IN INVITATIONAL TOURNAMENTS

All players invited to take part in an invitation competition/event to be played indoors on a flat green, outside the jurisdiction of WIB must obtain permission from WIB in advance of them agreeing to compete in any such event.

Any player of a member Club failing to comply with this regulation will be required to attend the Executive Committee of WIB, where it will be established if there has been a breach of this regulation, then the player concerned may be suspended or otherwise dealt with.

Players are reminded that all such events should be Licensed by either World Bowls Limited, The International Indoor Bowls Council, The British Isles Indoor Bowls Council, Welsh Indoor Bowls or any National Governing Body.

Please Note: Playing in a non-Licensed Event may result in suspension from WIB.

CODE OF CONDUCT FOR INTERNATIONAL COMPETITIONS

In addition to the Codes of Conducts, Players selected to represent WIB at any World or International event will be expected to comply with the following:

- Acceptance of the invitation to participate in any World or International event, including travel to and from the event, implies acceptance of the Codes of Conduct.
- All players will comply with the directives given by the Team Managers in relation to the following:

- Means of travel to and from an event.
- Arrival and departure times to and from the team hotel.
- Transport arrangements to and from hotel/stadium.
- Dress regulations on and off the green.
- Consumption of alcohol during an event.
- Any curfew that may be in place.

The Team Managers will have sole responsibility for dealing with any player or players who breach the Codes of Conduct and shall take such action as he/she deems appropriate which may include being removed from the team with immediate effect and/or being asked to leave the team hotel.

Additional action could also be considered by the WIB's Executive Committee, in accordance with the WIB's Disciplinary Procedures, when all the facts are made known to the WIB's Executive Committee or Sub-Committee appointed for that purpose.

Any such action will be subject to appeal by the player and or players concerned.

AGREEMENT

I will endeavour to abide by these Codes of Conduct and promote it to others. I understand that if I fail to follow the code, the Team Managers, WIB Executive Committee or WIB Subcommittee may take action against me under the Disciplinary Procedures which may result in Sanctions being placed against me.

SIGNATURE OF APPROVAL

I agree to undertake and abide by the provisions of the said Rules, Regulations and Codes of Conduct for the season

Signed by..... (Player)

Please Print.....

Dated: this: day of202

Signed by: (D.O.B/Team Manager).

Please Print:

Dated this: day of 202

Review Date May 2024.