



BRITISH FENCING



CODE OF CONDUCT AND ETHICS: TEAM OFFICIALS

British Fencing has a duty to provide parameters to guide the actions of its Team Officials in order to ensure that all are acting in the best interests of the fencers. All Team Officials selected for Great Britain (GB) national teams agree to abide by this Code of Conduct and Ethics and must formally declare this before they will be permitted to travel as part of a GB Team. This Code should be read in conjunction with the Code of Conduct: Young Athletes; Penalties: Youth Events and British Fencing's Child Protection Policy.

For the avoidance of doubt 'Team Officials' covers Chef de Missions; team managers; GB coaches; personal coaches; referees or any others who agree to attend in a position of responsibility and authority as part of a GB Team.

GENERAL

Team Officials agree to accept the authority of the Chef de Mission for the duration of the trip. The Chef de Mission is the designated British Fencing representative on the trip and carries the authority of British Fencing during it.

Transport and Accommodation will be organised and allocated by the Logistics Manager and must be used accordingly. Team Officials agree to travel and stay in the same accommodation as the GB Team unless directed otherwise by British Fencing or the Chef de Mission.

GENERAL CONDUCT

Team Officials are expected to act as ambassadors for British Fencing and the sport. Consequently they are expected to act in a responsible and respectful manner to others and should consistently project a favourable image of the sport to the fencers, their families, officials, spectators and the general public.

Personal appearance is of importance when in an official capacity and Team Officials should look clean and project an image of functional efficiency at all times. All Team Officials are expected to wear appropriate Team kit at all times unless otherwise directed by the Chef de Mission.

Team Officials are expected to be punctual and attend any meetings, sessions or other events as directed by the Chef de Mission. Lateness and absence can disrupt the efficient running of the trip and any exceptional circumstances must be reported to the Chef de Mission.

BULLYING

This will not be tolerated in any form, whether physical, psychological or verbal, or by anybody. Any Team Official who believes s/he has been subjected to or has seen anyone else being subjected to bullying must inform Chef de Mission as soon as possible, whether the bullying is by a fellow athlete or member of staff. Wherever possible, confidentiality will be respected.

EQUITY AND DISCRIMINATION

Team Officials are required to respect the rights of every person, regardless of age, ethnic origin, gender, religion, sexual orientation, cultural background or political affiliation.

Discrimination will not be tolerated in any form or by anybody. Any athlete or Team Official who believes s/he or any other athlete or Team Official has suffered from discrimination is required to

inform the Chef de Mission as soon as possible. Wherever possible, confidentiality will be respected.

ALCOHOL

Youth Trips (Juniors and under) are dry. This means that neither athletes nor Team Officials are permitted to drink or be in possession of alcohol at any point during the trip. Any athlete or member of staff who believes that another athlete or Team official is in breach of this term of the Code is required to inform the Chef de Mission as soon as possible. Wherever possible, confidentiality will be respected. For the avoidance of doubt, Team Officials purchasing alcohol at Duty Free or similar do so understanding that their purchases are sealed and for transportation only.

SMOKING

Team Officials are not permitted to smoke in the company or sight of any athlete at any point during a youth event under any circumstances. Any member of staff who believes that another team Official is in breach of this term of the Code is required to inform the Chef de Mission as soon as possible. Wherever possible, confidentiality will be respected

MOBILE PHONES

Team Officials are expected to behave appropriately with mobile phones and other similar communication devices and present an appropriate example to athletes. Team officials must turn off or switch to silent mode and not use mobile phones as directed by the Chef de Mission or when circumstances dictate (e.g. in any meetings or during any training session). Team Officials should refer to guidance from British Fencing in relation to communication with minors.

RELATIONSHIPS

Team Officials have a responsibility to set and uphold the boundaries between a working relationship and friendship with the fencers, especially when this involves a young person or vulnerable adult. As the relationship between Team Officials and fencer is based heavily on trust it is important that all Team Officials can offer proof of experience and qualification and so all Team Officials will have appropriate qualifications, registration and/or licences as set out by British Fencing.

Team Officials must be concerned at all times with the safety and well being of the fencers. There needs to be a sensible balance between performance demands and their emotional, physical, social and developmental needs.

Whenever part of the performance process requires physical contact between Team Officials and fencers, Team Officials must ensure that no action on their part could be seen as inappropriate. All Team Officials are required to adhere to British Fencing guidelines with regard to such situations.

Team Officials will undoubtedly build up strong relationships with fencers and in some cases will travel and reside with them during the course of competition. At no time is a Team Official to use this privilege to exert influence over fencers to gain personal benefit for themselves or their club.

Team Officials will, in the course of a working relationship, gather much information about fencers. It is important that an appropriate degree of confidentiality is maintained and that personal information is not divulged without the permission of the fencer. Team Officials may be asked to provide relevant information concerning a fencer's performance and development; an agreement must be made with the fencer with regard to the passing on of such information.

SAFETY

Team Officials have a responsibility to ensure a safe environment for fencers and colleagues at all times. Team Officials should follow the British Fencing Health and Safety Guidelines, including wearing appropriate protective kit when coaching or fencing.

Team Officials have a responsibility to protect young people and vulnerable adults from any form of

abuse during training sessions, competition and whilst in their care. Any activities carried out by Team Officials should be suitable for the age, maturity, strength and ability of the fencer.

INSURANCE

Team Officials are covered for certain elements as members of British Fencing and are responsible for ensuring adequate insurance to cover their practice, either individually or through British Fencing. Further information can be found on the British Fencing website and through the Chef de Mission.

COMPLAINTS PROCEDURE

Anyone wishing to make a complaint about any person acting in the capacity of Team Official within the context of these guidelines must follow the following procedure:

1. Report the matter to the Chef de Mission (or Weapon Committee Chair if the Chef de Mission is the focus of the concern).
2. Report the matter to British Fencing Head Office if the matter is a general grievance or a disciplinary matter. Disciplinary Rules and General Grievance Rules are available on www.britishfencing.com.
3. If the matter concerns a minor you must contact the British Fencing Welfare Officer in confidence.

For further information or for any queries concerning this document please contact headoffice@britishfencing.com.

ITEMS NOT COVERED

British Fencing and/or its nominated Chef de Mission have the right to make additions to this code of conduct and to take decisions on any matters not covered.

27.09.2010