



WEIGHTLIFTING WALES
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The Weightlifting Wales Code of Conduct Handbook

Weightlifting Wales Code of Conduct

Weightlifting Wales 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 Handbook* outlines what we as the National Governing Body of Weightlifting in Wales 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 Weightlifting Wales which are outlined below.

Weightlifting Wales 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

Weightlifting Wales 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 Weightlifting Wales staff and board members, along with members and volunteers understand how they contribute to our Equality policy.

Stand together, Lift together, a Nation of Champions

Staff and Volunteer Code of Conduct

As a member of staff or volunteer in Weightlifting Wales, 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.**

Code of Conduct for Affiliated Clubs and Academies

Clubs are representatives of the sport within local communities and beyond. Clubs have an excellent opportunity to draw participants into Weightlifting and Para Powerlifting, they are often the first step in anyone's journey to becoming part of the sport. We have provided some guidelines on conduct to ensure that all of our clubs are positive, welcoming centres for members.

WW Affiliated Clubs and Academies should:

- **Adopt WW's Safeguarding policy 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 WW Safeguarding policy on the WW website or contact one of Weightlifting Wales safeguarding officers for more information (simon.roach@weightlifting.wales/hannah.powell@weightlifting.wales).

Alternatively, you should directly contact NSPCC for advice and guidance if you are concerned: Tel. 0808 800 5000 / help@nspcc.org.uk. Your club should have a male and female welfare officer in place and known to members and parents

- **Adopt WW's equality policy and ensure that the centre is welcoming, inclusive, and friendly**
- **Not tolerate bullying, discrimination or harassment within the facility**
- **Take on responsibility to understand the rules on anti-doping and should educate the lifters about such rules**
- **Refer to the WW social media guidelines if the club has a social media account**
- **Have qualified and knowledgeable coaches overseeing Weightlifting and Para Powerlifting activities within their club, and ensure that coaches attending competitions have valid Coaching Licenses as issued through British Weight Lifting**

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 WW website)**

Parents must not:

- **Using abusive language towards any staff, coaches, referees, technical officials, lifters**

4

Wales Weightlifting Federation Ltd

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Approved: July 2020

Review: July 2023

<http://www.weightlifting.wales/> Tel: (01248) 388194

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**

Code of Conduct for Board Members

Weightlifting Wales recognises the contribution made by the voluntary Directors. The purpose of this code is to maintain high standards of conduct, assist Directors in their voluntary role and to protect the best interests of WW.

The 2006 Companies Act brought in seven general duties of Directors into the new statutory statement, these are a duty to:

1. Act in accordance with the company's constitution, and to use powers only for the purposes for which they were conferred
2. Promote the success of the company for the benefit of its members
3. Exercise independent judgment
4. Exercise reasonable care, skill and diligence
5. Avoid conflicts of interest
6. Not accept benefits from third parties
7. Declare to the company's other directors any interest a director has in a proposed transaction or arrangement with the company, this is a new duty of disclosure

Board Members should:

5

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- **Promote and embed the values and aims of Weightlifting Wales**
- **Act only in the interests of WW and not on behalf of any constituency or interest group**
- **Establish and maintain robust and comprehensive governance processes and regulations that the whole of WW can be encouraged to replicate**

Board members should actively contribute to the effective work of the board by:

- **Thorough preparation and reading all papers which have been circulated prior to meetings;**
- **Regular attendance, participation and contribution at meetings including constructive challenge;**
- **Ensuring timely response to agreed actions, requests for information and guidance from fellow Directors, staff and volunteers;**
- **Attending the AGM and any other General Meetings as well as WW events (as and when required)**
- **Deal with issues of clarification “offline” before Board meetings if it relates to a Board agenda item and maintain a sharp focus on agenda items in meetings, to ensure meetings run to schedule and that time is utilised to best effect**

UK Bribery Act

Directors must be aware of, and comply with, the requirements of the UK Bribery Act 2010, which has two general offences:-

- the offering, promising or giving of an advantage, and
- the requesting, agreeing to receive or accepting of an advantage

[The offence applies to bribery relating to any function of a public nature, connected with a business, performed in the course of a person’s employment or performed on behalf of a company or another body of persons. The function or activity may be carried out either in the UK or abroad and need have no connection with the UK. The Bribery Act includes a new form of corporate criminal liability where there is a failure to prevent bribery perpetrated on behalf of a “relevant commercial organisation”].