



# CODE OF CONDUCT FOR MEMBERS, VOLUNTEERS AND STAFF

Approved: August 2021  
Review: 2024

## 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, Support Personnel 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

**\*Important – All those involved with WW must abide by UKAD rules\***

- *All those involved in Weightlifting Wales are be deemed to have made him/herself familiar with, and hereby agrees to be bound by the UK Anti-Doping Rules and to submit to the authority of UK Anti-Doping and any other appropriate body in the application and enforcement of those Rules.*
- *All those involved in Weightlifting Wales agree to cooperate fully with any World Anti-Doping Code compliant anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body.*

## 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.

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## 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](mailto:simon.roach@weightlifting.wales)/[hannah.powell@weightlifting.wales](mailto: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](mailto: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**

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### **Code of Conduct for Parent's and Carers of Lifters**

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)**
- **Take time to familiarise themselves with the rules of the United Kingdom Anti-Doping Agency and ensure they understand how to support their child**

Parents must not:

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