

VOLUNTEERS CODE OF CONDUCT

INTRODUCTION

British Wheelchair Basketball is committed to enabling a safe, inclusive and welcoming environment across our sport with the ambition of making Wheelchair Basketball an Everyday Sport.

DEFINITIONS

Volunteers refers to anyone undertaking non-paid work within wheelchair basketball clubs or events. **Volunteers in a position of trust** are volunteers such as, Committee Member, Coach, Activator, Leader, Team Manager or Event Coordinator. Other roles may be included.

A volunteer who is **not** in a **position of trust** will **not** have unsupervised contact with members or any formal responsibilities.

If you are unsure whether you require a DBS contact BWB's Lead Safeguarding Officer.

Principle	Actions
Rights	Volunteers should: • Create an environment free of fear and harassment • Be fair, honest and considerate to participants • Recognise the rights of participants to be treated as individuals • Promote the welfare and best interests of participants • Maintain appropriate confidentiality in line with guidance • Consider own and fellow participants health & safety prior to attending and during wheelchair basketball activity
Relationships	Volunteers should: • Develop an appropriate working relationship based on mutual trust and respect • Familiarise yourself with the signs/indicators of abuse and report all concerns to the Club Welfare Officer, BWB Lead Safeguarding Officer or Designated Safeguarding Officer immediately Volunteers in a position of trust should: • Not engage in behaviour that constitutes any form of abuse or harassment (physical, sexual, emotional, neglect, bullying etc.) • Not engage in sexual activity and/or have an intimate relationship with anyone aged 17 and under • Not communicate directly with children and young people aged 17 and under by phone or social media • Avoid being alone with anyone aged 17 and under (including online calls), except and only when the necessary for the proper performance of their duty – consent must be gained • Maintain professional boundaries with participants and avoid any improper intimacy with participants • Ensure that physical contact is appropriate and necessary and is carried out within guidelines on physical contact and only with consent • Avoid situations with participants which could be construed as improper or compromising, and actions that could be perceived as inappropriate
Responsibilities – Personal Standards	Volunteers should: • Develop an appropriate working relationship based on mutual trust and respect • Project a positive and professional image of yourself and wheelchair basketball

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	• Promote the reputation of the sport and take all possible steps to prevent it from being in disrepute • Be respectful towards other participants • Maintain commitments • Refrain from posting negative or derogatory comments on social media about other participants • Never use inappropriate language or gestures • Not engage in violent or threatening behaviour Volunteers in a position of trust should: • Abide by and promote anti-doping rules: (a) agree to be bound by the NGBs anti-doping rules, (b) will cooperate with anti-doping investigations and proceedings • Encourage athletes to accept responsibility for their own behaviour and performance in training, participation and competition • Strive to develop respect for opponents, officials and coaches • Encourage athletes to adhere to the rules and spirit of the game
Responsibilities – Professional Standards	Volunteers should: • Abide by BWB Policies, Procedures, Guidance and Competition Rules • Read and implement good practice as laid out in the BWB Safeguarding Policy, Procedures and Guidance • Never intentionally deceive BWB - Examples include falsifying personal data, deliberately using a photograph of another person, deliberately using another name other than that which is listed on official documentation such as a passport or birth certificate • Never mislead or misrepresent themselves, their club/organisation or the sport in any communication, action or expression of opportunity, that might be construed as an act of intentional misrepresentation (including but extending beyond Classification Eligibility). Volunteers in a position of trust should: • Have a knowledge and commitment to equality and diversity issues • Operate in accordance with the BWB Equal Opportunities policy • Declare any history or instances where you were disciplined, dismissed, cautioned, warned or convicted of any offence relating to children/young people/adults at risk • Maintain affiliation with BWB through annual registration • Undergo a DBS check through BWB where appropriate • Hold appropriate qualifications • Educate participants as to their responsibilities in contributing to a safe environment • Ensure that all activities are suitable for the age, experience and ability of the athletes

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