



Thames Barbarians Pilot Gig Club (TBPGC) – Code of Conduct

Final version dated 7.8.23 (Based on British Rowing Code of Conduct May 2022)

For ratification by members of TBPGC on 21.10.23 at the AGM.

Part 1 - Introduction

This Code of Conduct is issued by TBPGC in support of its commitment to protect the values and integrity of gig rowing.

TBPGC believe that if all individuals in gig rowing aspire to uphold these values, it will foster an inclusive, fair and welcoming environment for all to enjoy.

This Code of Conduct applies to anyone who is involved in the sport of gig rowing at TBPGC and wherever club members row when they are away from their Gravesend base:

- Rowers and coxes
- All other clubs and in competitions
- Umpires and officials
- Coaches or instructors
- TBPGC committee members

TBPGC rowing values

This code of conduct serves to set out the expected behaviours and conduct for participants based around the three pillars of TBPGC's strategic values of 'Teamwork', 'Open to all', and 'Commitment'.

a) Teamwork

In order to work together to achieve our shared vision, mission and goals with trust and integrity we will:

- Lead by example and collaborate with other members of the gig rowing community to achieve TBPGC's priorities and goals;
- Protect the safety of yourself and others;
- Be honest and take part in gig rowing fairly;
- Contribute to developing a culture of sportsmanship and equity;
- Advocate integrity and transparency, be impartial, objective, independent and professional;
- Accept that as rowers, we all need to improve our technique, fitness and ability.

b) Open to All

To demonstrate our commitment to creating an accessible and inclusive sport that provides opportunities for enjoyment and achievement at all levels we will:



- Enable anyone to take part in gig rowing, no matter what their background, ethnicity, ability, sexual orientation or beliefs;
- Inspire competence, confidence, connection, character and creativity in all those who are part of gig rowing;
- Recognise and support the rights, dignity and worth of others;
- Be considerate and support the development of the emotional, as well as physical, well-being, health and future of anyone in gig rowing.

c) Commitment

Everyone in TBPGC will give their best and strive for continuous improvement, this entails:

- Being proud and contributing to the growing gig rowing community;
- Promoting the positive aspects of gig rowing;
- Dedication to improving the sport of gig rowing and experience of those involved in it;
- Protecting the environment and adoption of sustainable practice.

Rights of Individuals

The rights of individuals to apply to everyone in gig rowing no matter at what level, age, ability or involvement. Everyone has the right:

- 1.1 to participate in gig rowing;
- 1.2 to enjoy safe participation in gig rowing without fear or harassment;
- 1.3 to be respected and treated as individuals at all times;
- 1.4 to receive support for their individual needs within reason;
- 1.5 not to be pressurised to train or compete;
- 1.6 to be communicated with in a respectful and caring manner;
- 1.7 to enjoy an environment free of discrimination on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity;
- 1.8 to challenge discrimination in whatever form it takes;
- 1.9 to enjoy an environment free of sexual harassment, sexual abuse and any behaviour that could be construed as abuse;
- 1.10 to make a complaint, and to be heard and have their complaint acted upon in accordance with the complaints and/or discipline and grievance procedures of TBPGC.

Breaches of this Code of Conduct

This code of conduct prohibits conduct ranging from serious criminal acts to unsportsmanlike behaviour or a lack of respect or courtesy. Not all breaches will justify the taking of formal disciplinary action. TBPGC will be able to resolve, informally or formally, many issues arising from breaches occurring within our own activities with our own complaints and/or disciplinary and grievance procedures. TBPGC encourage all individuals to work together in a collaborative manner to identify and resolve minor breaches.

Any significant or repeated breach of this Code of Conduct may be investigated in accordance with TBPGC's Complaints and/or Disciplinary and Grievance Procedure. Reports



or complaints should be made in the first instance to the Club Welfare Officer or another appropriate Club committee member (See separate TBPGC Complaints Procedure).

Part 2 - Standards of Conduct for all participants

Standards of Conduct for all participants:

All individuals must understand that their own competitive aspirations or those of other members of the gig rowing community do not ever justify failure to promote or follow TBPGC's Code of Conduct and other policies.

All individuals must:

- 2.1 not behave or conduct themselves in any manner which could bring the sport of gig rowing into disrepute;
- 2.2 not allow any form of behaviour that might violate any TBPGC's code of conduct or policies to go unchallenged;
- 2.3 not engage in acts of verbal or physical abuse;
- 2.4 not use or encourage others to use illicit drugs whilst participating in rowing or assist others in rowing;
- 2.5 respect the rights, dignity and worth of other participants and not discriminate;
- 2.6 act equitably and not allow any form of discrimination or victimisation to go unchallenged;
- 2.7 not engage in bullying or any other behaviour that could reasonably be viewed as inappropriate;
- 2.8 avoid inappropriate relationships which involve one person having a position of authority or influence over another;
- 2.9 not carry out any acts for the purpose of cheating or the manipulation of competition;
- 2.10 follow the relevant guidance on social media use and post on social media any content which is inappropriate or offensive.
- 2.11 not give unsolicited feedback on rowing technique.
- 2.12 not discuss another individual's rowing ability in public except in a formal debrief of a session managed by a cox or coach.

All individuals should:

- 2.11 not drink alcohol, or be under the influence of prior drinking of alcohol, whilst participating in gig rowing, or coaching, officiating or assisting others in gig rowing;
- 2.12 be aware of and follow the guidance in place to ensure the health, safety and well-being of all individuals in gig rowing;
- 2.13 follow the directions of coaches, instructors, umpires and officials of a club, competition or relevant organisation;
- 2.14 be a positive role model at all times;
- 2.15 act in a sportsmanlike way during training and competition;
- 2.16 not act in any way that would result in an actual or potential conflict of interest.