

## Trainees Parents and Guardians CODE of CONDUCT GSC



This code of conduct sets out GSC's requirements and expectations of its trainees and their parents or guardians at all times and club members where relevant.

The adults at your club should help make sport safe and fun. As a trainee it is your job too. This means respecting other mountain users and people who are there to help you learn.

### **You should do this by:**

- Behaving sensibly and responsibly at all times when acting as a GSC trainee, parent, guardian or club member. Remember that in a snowsports environment, at all times you are representatives of GSC and the club's values.
- Accepting what the coaches and club officials ask you to do when in the club environment.
- Being prepared and on time for training and competition.
- Participating to the best of your ability.
- Respecting the trainers, club officials, other helpers, Glencoe Mountain Resort (GMR) staff, ski patrol, members of the club and other facility users.
- Acting in a fair responsible and courteous manner and being supportive of other trainees.
- Seeking permission from your coach if you leave your group before the end of your session and signing out, noting the name of the adult who has responsibility for you.
- Following club good practise by putting a note on the white board to let everyone know that you have left early and are safe.
- Being aware that any behaviour that may adversely affect someone else will not be tolerated; particularly bullying or anything causing a safety issue. Please refer to the GSC Bullying Policy.
- Never bullying other children or adults either by yourself or in a group.
- Thinking carefully about anything that might hurt, threaten or worry you or anyone else at the club. Talk to a coach, parent, club safeguarding officer or someone else you feel safe with such as a teacher.
- Never making negative comments about the club, any of its members, coaches, trainees, volunteers or other associates on social or any other media. If you are worried or affected by this talk to someone you trust.
- Following advice from doctors, physiotherapists or other health professional to keep you safe and injury free.
- Acknowledging that the use of alcohol, tobacco or any illegal or prohibited drugs before or during training or at any other time when representing the club will be sanctioned. For adults even where legally permitted, we require that the use of stimulants does not affect trainees or the reputation of the club either materially or by example.
- Accepting that the use of mobile phones during training is not allowed.
- Realising that taking unnecessary risks puts you and other in danger. Dangerous, reckless, foolhardy or negligent conduct or any other behaviour which brings the club into disrepute is unacceptable.
- Using all uplift correctly and not interfering with safety devices.
- Complying with GMR Ski Patrol run status. If its closed don't go. If its open THINK; is it safe for my capabilities.
- Adhering to the FIS 10 Rules to Stay Safe on the Mountain. See the appendix.
- Taking concerns about a coach to the head coach or a training committee member. It is not acceptable to directly criticise a coach either in private or in public or interfere with a coaching session unless requested.
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**Non adherence to this Code of Conduct may result in sanctions, including but not limited to the following:**

### **For trainees**

- Verbal warning from relevant coach or head coach
- Trainee removed from the training environment in short term to a safe place and the head coach alerted.
- GSC Training Committee informed.
- Training Committee may contact parents /guardians with details of the verbal warning or a verbal or written warning from the Training Committee
- Suspension or dismissal from training for a period of time.
- Referral to GSC committee for further consideration.

Whether the above steps are followed sequentially or in parallel depends on the severity of the matter(s) under investigation.

If a trainee is removed from the training environment during a training session, this will be to a safe place such as the Log Cabin with adult supervision until collected by the relevant parent or guardian. The parent or guardian or other responsible person may be requested to come to the training area to collect their child. The trainee must agree with the relevant coach where they will wait and what 'signing out' process should be followed when they are collected.

Serious breaches of the Code of Conduct may result in immediate suspension or dismissal from the training.

### **For Others**

Incidents referred to the head coach, safeguarding officers, training committee or general committee as appropriate.

### **Agreement and Informed Consent.**

I understand that:

- Skiing is an activity, which involves some risk in a challenging environment. I am aware that GSC accepts no responsibility for injury or accidents which may occur during training or related activities.
- Personal belongings and equipment are each trainee's own responsibility and are brought to training at the trainee's own risk.
- GSC accepts no responsibility for any incidents which arise as a result of trainees failing to comply with this Code of Conduct.
- Breaches of this Code of Conduct will be a disciplinary matter.
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- I agree to abide by the GSC Code of Conduct and understand the disciplinary procedures.

Trainee Signature \*\*\*\*\* Date

Parent Signature \*\*\*\*Date

GSC Training signed acceptance received \*\*\*\*\* date

Appendices below

FIS 10 Rules to Stay Safe on the Mountain

Disciplinary action for Club Coaches

Managing Challenging Behaviour

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### **FIS 10 RULES to STAY SAFE on the MOUNTAIN**

*For all mountain users, the International Ski Federation (FIS) has 10 rules for skiers and snowboarders to help everyone stay safe on the mountain. These must be followed at all times in all ski resorts.*

**RESPECT** - Do not endanger others.

**CONTROL** - Adapt the manner and speed of your skiing to your and to the general conditions on the mountain. ability

**ROUTE** - The skier/snowboarder in front has priority - leave enough space.

**OVERTAKING** - Leave plenty of space when overtaking a slower skier/snowboarder.

**STARTING OUT** - Always look in every direction before starting.

**STOPPING** - Stop only at the edge of the piste or where you can be seen easily.

**CLIMBING** - Always keep to the side of the piste.

**SIGNS** - Obey all signs and markings - they are provided for your safety.

**ASSISTANCE** - In case of accidents, provide help or alert the rescue services.

**IDENTIFICATION** - All those involved in an accident, including witnesses, should exchange names and addresses.

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**NOTE If parents have a concern, over the conduct or performance of a coach or volunteer, they must refer to the head coach or a training committee member and not challenge the coach or volunteer directly either in public or in private.**

### **Disciplinary action for Club Coaches is as follows:**

- Verbal warning from head coach (or from GSC Training Committee.)
- Verbal or Written warning from Training Committee
- Termination of Contract.

Whether the above steps are followed sequentially or in parallel depends on the severity of the matter(s) under investigation.

In all cases:

At any point an individual has the right to present their case and in the event of suspension or dismissal can appeal to the committee in person (with parent / guardian or other support where appropriate), in line with the GSC Responding to Concerns procedures. Hyper link later to appeals/responding to concerns

Where it is deemed appropriate by the relevant GSC Committee, disciplinary matters may be referred to Snowsport Scotland, as the Club's governing body for advice, assistance or information. Where a coach is suspended or dismissed as a club coach, Snowsports Scotland or other relevant governing body or licensing authority, (e.g. BASI) will be informed. If there is a safeguarding concern duty to refer guidelines will be followed. Where there are concerns of criminal behaviour.

## **Managing Challenging Behaviour**

### **Planning**

Sessions should be planned around the group and take into consideration the needs of each child. Sports volunteers/staff should consider previous and likely behaviour. There should be strategies to manage risks agreed in advance. This should identify the appropriate number of adults required to manage and support the session safely, including being able to respond adequately to safeguard the group.

From time to time sports volunteers/staff delivering sport to children may have to deal with challenging behaviour.

The following principles should be applied:

- The wellbeing of all children is the paramount consideration.
- Children must never be subject to any form of treatment that is harmful, abusive, humiliating or degrading and should always be able to maintain their respect and dignity.
- No member of staff should attempt to respond to challenging behaviour by using techniques for which they have not been trained.

None of the following should be used as a means of managing a child's behaviour:

- Physical punishment or the threat of such.
- Withdrawal of communication.
- Being deprived of food, water or access to changing facilities or toilets.
- Verbal intimidation, ridicule or humiliation.

### **Physical Interventions**

**Physical interventions should only be used as a last resort to prevent a child from injuring themselves or others or causing serious damage to property. Only the minimum force needed to avert injury to a person or serious damage to property should be used and applied for the shortest period of time. Physical intervention must not ever be used as a form of punishment.**