



TEAM ENGLAND

Code of Conduct – SQUAD (18+)

Team England members must read this code of conduct before signing. By signing this document, you agree to become a member of the squad, and therefore you will be bound by the rules and policies of Surfing England. You will also be under the direction of the Team Manager and Head Coach whilst at, and travelling to and from, competitions and training, and in all other instances whilst representing Team England.

NB: Please sign and return a copy of this form to the team manager. Electronic signatures are acceptable.

AS A MEMBER OF TEAM ENGLAND, I WILL:

1. Abide by the rules and regulations of Surfing England, including the Safeguarding Policy and Procedures. See: <https://www.surfingengland.org/policies/>
2. Conduct myself in a positive manner, acting with dignity and courtesy, and acting as a role model of Surfing England and not behave in a way which reflects badly upon or brings into disrepute Surfing England.
3. Respect the rights of every athlete, coach, support staff, contest officials, judges, and others involved in para surfing, treating everyone with kindness and equitably.
4. Follow the rules of the sport and accept the decisions of the referees and judges with good grace and will take any queries or protests through the official channels. If the event is an official Team England contest, I will always liaise via the Team Manager.
5. Wear the Team England sponsors clothing and accessories, etc. when required by the Team Manager. E.g. during World Championships, squad training sessions, TV/press interviews. This helps raise awareness of the squad as we continue to try to raise funds to better benefit the current and future Team England athletes.
6. Tag Team England sponsors on social media when asked to do so.
7. Follow the relevant guidance for athletes on social media use and not post on social media any content which is inappropriate or offensive.
8. Abide by the decisions made and instructions given by the Team Manager, Head Coach, Coaches, and support staff.

9. In no way undermine or belittle others in the coaching team/squad.
10. Avoid abusive language or swearing when at surfing venues, events, in the company of my team/squad, or communicating via digital platforms.
11. Give assistance to the press and media, both at home and abroad to give favourable coverage of Team England and Surfing England. I accept I may be asked to attend occasional publicity events to promote surfing, and the work Surfing England are doing to develop the sport. I agree to participate where it is possible for me to do so.
12. Be punctual and organised for squad training and competitions.
13. Ensure that I have all my equipment and supplies ready to go. E.g. wetsuit, surfboard, leash, fins, etc. If I need to borrow any kit, I will arrange this with good notice.
14. Attend any coaching sessions that I am asked to unless I have prior 'absence' permission to not attend from the Team Manager, or Head Coach.
15. Attend digital workshops and online team meetings as much as possible.
16. Through our Terms and Conditions all Surfing England Members agree to be bound by the UK Anti-Doping Rules and submit to the authority of UK Anti-Doping in the application and enforcement of these rules.
17. Athletes should be aware of their responsibilities in regard to Therapeutic Use Exemption's (TUE). Athletes within the [UKAD National TUE Pool](#) or those considered to be an International-Level Athlete are required to apply for a TUE in advance of using the substance or method. More information can be found [here](#).
18. Athletes must present to the Team manager in advance of travelling to any event a TUE appropriate to the level of competition. Athletes will notify the Team Manager if they are taking any drugs, whether the drugs are prescription drugs or not.
19. Athletes must 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.
20. I am specifically aware of and declare that I am not taking any of the named banned drugs on the WADA International Standard Prohibited list unless I have an appropriate level TUE.
21. Notify the Team Manager if I am taking any drugs, whether the drugs are prescription drugs or not. I am specifically aware of and declare that I am not taking – any of the named drugs 'banned' by the ISA and Surfing England as a governing body organisation. The list of banned drugs is accessible here: The [Prohibited List](#)
22. Raise concerns through official channels. Appropriate channels are direct email to the Team Manager or Head Coach.
23. Be aware that Surfing England encourages athletes not to consume alcohol whilst away

at competitions.

24. If I am over the legal age to consume alcohol and wish to have an alcoholic drink with a meal I will do so in moderation and not in the company of under 18s. If consumption of alcohol causes any tension within the team, then this situation will be reviewed. Any abuse of this position or inappropriate behaviour related to alcohol consumption will not be tolerated.

25. Never engage in inappropriate or illegal behaviour.

26. Declare if I am having an intimate relationship with a member of coaching/support staff.

27. If you choose to leave the squad part way through the year, all benefits will be relinquished.

BREACH OF THE CODE OF CONDUCT

I understand that if I do not follow the code, action may be taken by Surfing England and I may:

- Be asked to apologise for my behaviour
- Receive a verbal and/or written warning from the Team Manager/Surfing England
- Be suspended from training/competing
- Be asked to leave the Team.

NB: If any of the above agreements are broken, I understand that I will be subject to the disciplinary sanctions and procedure as determined by the Team Manager and laid out in any Surfing England Disciplinary Procedures.

RAISING CONCERNS

Any concerns you have whilst part of Team England can be reported to the Team Manager. In most scenarios, it is anticipated the Team Manager will be able to provide a solution.

If for any reason you feel it is not appropriate or you feel uncomfortable with raising your issue to the Team Manager, please contact Hannah Brand, Operations Manager at Surfing England, hannah@surfingengland.org or:

Kate Eddy, Surfing England Board member for Performance, Kate.Eddy@rya.org.uk

Safeguarding concerns

If for any reason you feel it is not appropriate or you feel uncomfortable to raise a safeguarding issue with the Team Manager, please email Surfing England safeguarding@surfingengland.org and complete the online report form on our website: www.surfingengland.org/safeguarding

PERSONAL DECLARATION

I have carefully read all the sections of this 'Code of Conduct' and agree that I shall be bound strictly by the conditions of the agreement.

Name of squad member (Please print name): _____

Signature of squad Member: _____

Date: _____