

## **WESSEX IS FULLY COMMITTED TO SAFEGUARDING AND PROMOTING THE WELLBEING OF ALL ITS MEMBERS**

### **Member's Code of Conduct**

The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club.

The EVA and Wessex VC believes that whatever the circumstances, the safety and welfare of children should always be of paramount importance.

The EVA and Wessex VC are committed to providing an environment where

Children can learn about, participate in and enjoy volleyball free from harassment or abuse. The EVA and Wessex VC believe that special care is needed in dealing with children and other members of society whose age, inexperience or physical state makes them particularly vulnerable to abuse.

The EVA and Wessex VC believe that everyone, who has a role in working with children, has a responsibility to safeguard and promote a child's welfare particularly when it comes to protecting children from abuse.

Please contact any of the people below if you have any concerns.

The Club's Child Protection and Welfare Officers are:

Gary Jeffrey - 01202 387429  
Lynn Allen - 01202 740021  
Vicky Hunter 01202 695678  
Teresa Batt 01202 242961

At the Wessex Volleyball Club we believe that every effort must be made to eradicate bullying in all its forms.

Bullying can be difficult to define and can take many forms which can be categorised as:

- Physical - hitting, kicking, theft
- Verbal - homophobic or racist remarks, threats, name calling
- Emotional - isolating an individual from activities

All forms of bullying include:

- Deliberate hostility and aggression towards a victim
- A victim who is weaker and less powerful than the bully or bullies
- An outcome which is always painful and distressing for the victim

Bullying behaviour may also include:

- Other forms of violence
- Sarcasm, spreading rumours, persistent teasing
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti, gestures
- Unwanted physical contact or abusive or offensive comments of a sexual nature

The Club and its officials and coaches will not tolerate bullying in any of its forms during club activities or on the club premises. We are intent that we will:

- Take the problem seriously
- Encourage all to speak out and share their concerns.
- Create an open environment.
- Investigate any and all incidents and accusation of bullying

- Talk to bullies and their victims separately
- Impose sanctions which may include expulsion against bullies
- Keep a written record of incidents and the action taken.

This club is committed to ensuring that equity is incorporated across all aspects of its development.

In doing so it acknowledges and adopts the following English Volleyball Association's definition of sports equity:

**The English Volleyball Association (EVA) supports the principle of equal opportunities for all participants, member, representatives and employees whilst working for, or on behalf of the EVA. It opposes all forms of unlawful and unfair discrimination on the grounds of age, colour, race nationality, religion, ethnic or national origin, gender, marital status, sexuality, or unrelated criminal convictions, or disability.**

The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

The club is committed to everyone having the right to enjoy Volleyball in an environment free from threat of intimidation, harassment and abuse.

All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

Photography - Wessex will follow the guidance for the use of photographs which includes issuing guidelines to photographers and asking for identification. We will try to ensure that any photographs and video footage will only be used for volleyball purposes. If you become aware that these images are being used inappropriately you should inform the club immediately. If you do not wish your child to appear in any team photos or action shots please send a written letter to the Club.

If you would like to talk to someone at the club about this information or your child's involvement with the club, please contact Geoff or Lynn Allen on 01202 740021 or the coach at the session your child attends.

### **Junior Club Rules**

Wessex players are expected to abide by the following junior club rules:

- Players must play within the rules and respect officials and their decisions
- Players must respect opponents
- Players should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late or not available
- Players must wear suitable kit for volleyball and must remove or tape jewellery for training and match sessions, as agreed with the coach/team manager
- Players must pay any fees for training or events promptly
- Players are not allowed to smoke on club premises or whilst representing the club at competitions
- Players are not allowed to consume alcohol or drugs of any kind on the club premises or whilst representing the club.
- Players must behave to the highest standards at all times
- Players must follow instructions / rules set by their individual coach / manager

### **Notes**

If worn, club shirts should be returned clean as soon as possible or at the latest within two weeks (Fines will be incurred.)

All juniors must bring their own water bottle to training and matches.

All notes should be given to parents - not left in pockets or on the SC floor!

The Club does have an excellent reputation both locally and nationally. We wish to maintain this. Please remember that you are representing yourself, your family and the Club so any poor behaviour will not be tolerated.

### **Parents / Guardians**

We welcome parents to all training and competitions and value your support. If you would like to get involved please speak to the coach or phone Geoff or Lynn Allen on 01202 740021. Below is some general information:

Arrangements should be made for your child to travel to and from training sessions and matches. We appreciate it if children can arrive promptly and are collected promptly at the end of the session, if they are not making their own way home. If you are going to be late picking your child up please ensure somebody knows. Club training kit consists of *proper footwear and sports wear*. Each player will be given a club shirt when they become members. The cost of each training session will be advised to you. Competition fees vary and will be advised at the time. The club has a small membership fee depending on age and this should be paid within four weeks. We would be grateful if you could complete the attached club parent consent form immediately. For the safety of your child it is important that the club is informed of any medical condition or allergies that may be relevant should your child fall ill or be involved in an accident while at the club.

### **A few guidelines for parents of junior players:**

More children than ever are taking part in volleyball. Most do so just for fun but some wish to take it more seriously. Whatever the level of participation parents play an important role. As well as having fun playing an enjoyable sport your child can obtain a sense of achievement, competence and self worth as well as reinforcing discipline and respect. Parents can help by being supportive, interested, encouraging and caring.

### **A few do's and don't to consider:**

- Support your child's involvement and help them to enjoy their volleyball
- Do encourage effort and performance rather than results
- Never punish or belittle a child for losing or making mistakes
- Do advise the coach of any aches and pains your child is suffering.
- Don't forget that the child is still growing and prolonged repetitive training which may be appropriate for an adult can have long term effects on the growth and development of a child. Whilst growing the child will have spells where they become uncoordinated and their performance level will fall. They will need to understand that this is temporary and lots of encouragement at this dispiriting time will be vital.
- Encourage your child to learn the rules and play within them
- Discourage unfair play and arguing with officials. Publicly accept officials' judgements.
- Don't turn a blind eye to bad behaviour, cheating or bad manners. To do so will infer that you condone such behaviour and that you do not consider personal standards and respect for others in sport.
- Don't coach from the sidelines and do try to show good sportsmanship to both teams.
- Set a good example by recognising fair play and applauding the good performances of all. Use correct and proper language at all times
- Do get to know other parents so that you can perhaps share transport etc
- Do contact your doctor if you are in any doubt about whether any medicine your child is taking may be on the banned drug list.
- Never force your child to take part in volleyball.

### **Away trips:**

We will try to send written information to parents about each trip but here are a few general notes. Return time is always approximate and we do ask players to telephone you during the journey to give you a more accurate pick up time. Please do not worry if the cars / mini bus are late returning as traffic can hold us up. Although some venues have cafes we would recommend taking a packed lunch.

A personal drink bottle is essential (for training as well), as is something warm to put on after play.

For overseas trips please ensure that your child's E111 and passport are valid for least six months.