



Code of Conduct for Technical Officials

Walton Athletic Club (WAC) is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all. The club believes that it is important that members, coaches, volunteers and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others.

Officials play a vital role in the preparation and delivery of safe and high-quality athletics events. This code of conduct is split into two sections to reflect the required standards of personal and professional conduct in that role.

Professional Standards

As a responsible technical official you are required to:

- a. abide by the UKA and the HCAF Child Safeguarding Policy and Child Safeguarding Procedures
- b. abide by the UKA and the HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures
- c. keep your professional knowledge and skills up to date, be appropriately qualified and renew your licence as and when required by UKA
- d. work in the spirit of co-operation with other officials and not interfere with their responsibilities
- e. offer guidance and support to less experienced officials whenever appropriate
- f. report any accidental injury, distress, misunderstanding or misinterpretation to the parents/ carers and club/regional/national or UKA Safeguarding Officer as soon as possible
- g. challenge and report any inappropriate behaviour or suspected misconduct by other technical officials, coaches or other people involved in athletics to a club (where relevant), HCAF or UKA as soon as possible.

Personal Standards

As a responsible technical official you are required to:

- a. never smoke or consume alcohol whilst involved on officiating duties
- b. be fully prepared for the officiating task that is assigned to you
- c. dress appropriately and to the standard and nature of the competition, as outlined by the relevant officials' committee
- d. arrive in good time for the competition and report to the official in charge
- e. consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances
- f. avoid swearing and critical, abusive language or irresponsible behaviour, including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse
- g. avoid destructive behaviour and leave athletics venues as you find them
- h. avoid carrying any items that could be dangerous to yourself or others, excluding athletics equipment used in the course of athletics activity
- i. always explain why and ask for consent before touching an athlete
- j. work in same-sex pairs if supervising changing areas.

Rights

As a responsible technical official, you will:

- a. respect the rights, dignity and worth of every athlete and others involved in athletics and treat everyone equally
- b. officiate without discrimination on grounds of age, gender, sexual, cultural, ethnic, disability or religious preference
- c. act with dignity and display courtesy and good manners towards others
- d. in no way undermine, put down or belittle other officials, athletes, coaches or practitioners
- e. ensure the welfare and safety of the athletes under your supervision
- f. not exert undue influence to obtain personal benefit or reward
- g. conduct the event in accordance with the rules and with due respect to the rights and welfare of the athletes.

Relationships

As a responsible technical official, you will:

- a. clarify with athletes (and where appropriate, with parents or carers) exactly what it is that is expected of them and what athletes are entitled to expect from you as a technical official
- b. encourage and guide athletes to accept responsibility for their own performance and behaviour
- c. cooperate fully with others involved in the sport such as other technical officials, competition providers/organisers, team managers, coaches and representatives of the governing body in the provision of fair and equitable conditions for the conduct of athletics events under the relevant rules of competition
- d. act in a decisive, objective but friendly manner in your interaction with other officials, athletes, coaches and spectators, and carry out your duties in an efficient and non-abrasive manner
- e. develop healthy and appropriate working relationships with athletes based on mutual trust and respect, especially with those athletes under 18 years or who are adults at risk
- f. never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete under 18 years of age. A violation of this code may result in a technical official licence being permanently withdrawn
- g. never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete who is an adult at risk. A violation of this code may result in a technical official licence being permanently withdrawn
- h. not use your position as a technical official to incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or nonverbal communication) with athletes who are aged over 18 years. In certain circumstances a violation of this code may result in a technical official licence being permanently withdrawn
- i. follow the relevant guidance on social media use and not post on social media any content which is inappropriate or offensive and comply with the Club's Social Media Policy
- j. avoid spending time alone with young athletes (under 18) unless clearly in the view of other adults
- k. except with the express written permission of a parent/guardian, never take young athletes (under 18) alone in your vehicle
- l. never invite a young athlete (under 18) alone into your home
- m. never share a bedroom with a young athlete (under 18).
(in relation to (j), (k), (l), the relationship of the official to the child will be a consideration in any referral)

BREACH OF THE CODE OF CONDUCT

Technical Officials who breach this code may be subject to disciplinary action and sanction in line with the Club's disciplinary policy, or that of HCAF and/or UKA and the club may report your actions to the HCAF/UKA as applicable. Sanctions may include:

- a verbal warning
- a written warning
- a requirement to attend training
- temporary suspension by the Club or HCAF/UKA as applicable
- in extreme cases, permanent exclusion from duties and/or being asked to leave the club
- have your licence withdrawn
- be referred to DBS

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(this policy mirrors the UKA HCAF codes of conduct)