

Responsible for Review	Approved by
CEO/Appropriate Director	Ainsley Ward - Director

Change History				
Version	By	Consultation complete	Date of approval	Next review date
01	Lyndsay Noon CEO	20/11/23	December 2023	December 2026

Code of Conduct

The Scottish Archery Codes of Conduct exists to protect and promote the sport of Archery in Scotland and outlines the behaviour expected from all participants within the sport at every level.

As the Scottish Governing Body, Scottish Archery is responsible for setting the standards and values that apply at every level in Scotland. This Code encapsulates all the sporting, moral and ethical principles that Archery represents and alignment with the Scottish Archery Values. The Code of Conduct applies to all participants when they are taking part in or involved in the sport of Archery, whether in person or using online platforms (including messaging and social media). Participants include all Members, those who support Members (including parents/carers/spectators), Coaches, Officials, and Volunteers. The Code of Conduct also applies to those associated with Scottish Archery and involved in archery while outside Scotland.

Other codes may also apply, for example Scottish Archery Pathway Member Agreements and Coaches/Judges Code. In those circumstances, this Code of Conduct will also apply.

Scottish Archery Values

Our Values are at the heart of what we do. These were developed in collaboration with our members. We Value:

- the Voice and Wellbeing of our Membership
- Collaboration
- Inclusion and Diversity
- Improvement

We will live these Values through everything that we do. In return we expect Members to adhere to the following:

I will respect the spirit of fair play in archery, committing to:

- Encourage a welcoming, safe, inclusive, and open environment where skills, development, teamwork, and enjoyment are promoted
- Adhere to the rules of shooting and the spirit of Archery.
- Display and promote high standards of behaviour
- Promote fair play – I will not cheat, complain, or waste time
- Do my best to make sure the sport is enjoyable for everyone
- Accept success and failure with dignity
- Be on time for training, competitions, and events
- Never take part in, or accept public negative criticism of fellow archers, coaches, officials, volunteers or staff, or participate in trolling, sledging or direct unwanted contact towards these persons whether in-person or through physical or online channels including messaging and social media
- Respect Archery facilities and equipment

I will respect the rights, dignity and worth of my fellow archers, committing to:

- Speak to my fellow archers, spectators, coaches, judges, and officials with respect
- Respect the decision of officials
- Set a positive example to others
- Remember that everyone makes mistakes
- Always respect the confidentiality of other archers
- Treat other people's information in line with the requirements of the General Data Protection Regulation (GDPR)

- Always have the best interests of my fellow archers at heart

I will protect others from any form of abuse including verbal or physical abuse and threatening or intimidating behaviour in any channel, committing to:

- Never use, or accept, racist, sexist, homophobic, abusive, discriminatory, or insulting language, gestures, or behaviour
- Not discriminate against a person or group of people as a direct or indirect result of their age, disability, sex, race, religion or belief, gender reassignment, sexual orientation, marriage, and civil partnership, pregnancy, or maternity status
- Never use sexually suggestive behaviour or language
- Ensure that any physical contact is appropriate and necessary, and is carried out within applicable guidelines, and (except in a medical emergency) only with the other person's (and/or if the person is under 18 or is particularly vulnerable with parental/carer's) consent
- Never take part in, or accept, bullying, intimidation, harassment, or discrimination of any person
- Never use, or accept, the use of social media to abuse, bully, intimidate, discriminate, or harass anyone
- Protect others from abuse and harm including verbal, physical abuse, and threatening behaviour
- Raise concerns about abuse, poor practice, discrimination, or misconduct and know how to raise a concern so that these can be challenged appropriately and dealt with in a constructive manner
- Seek advice from either my Club, Area or Scottish Archery when my concerns are ignored or appropriate feedback is not forthcoming

I will do my best to ensure my own safety and the safety of others, committing to:

- Never take part in Archery when under the influence of alcohol or drugs (excluding prescribed drugs)
 - adhere to policies and or rules in place regarding smoking and the use of vapes
 - Place the well-being, safety, and enjoyment of each archer above everything, including standards of performance
 - Avoid being alone (no other adult is present) with children to which I am not a parent or guardian (person under 18) or adults at risk, where carrying out 1 to 1 coaching, or other official duties involving children, or adults at risk also. Please refer to Safe in Care Guidelines on the Scottish Archery website for more information.

I will keep to Scottish Archery's rules and policies which includes, but is not limited to:

- safeguarding policies
- equality and diversity policy
- social media policy
- anti-doping rules
- anti-bribery policy
- anti-bullying policy

I will take personal responsibility and commit to:

- Inform Scottish Archery about any changes to my personal information
- Inform my club, Area or Scottish Archery where my behaviour or conduct has, or may be perceived to have, breached this code of conduct

Anti-Doping

All members shall be deemed to have made him/herself familiar with and agreed to be bound by the UK Anti-Doping Rules and to submit to the authority of UK Anti-Doping in the application and enforcement of the Anti-Doping Rules.

As a provision of the membership agreement, Members 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.

The UK Anti-Doping Rules apply to all Members participating in Archery for a minimum of 12 months from the commencement of membership, in accordance with Scottish Archery Rules of Conduct, whether or not the member is a citizen of, or resident in, the UK.

Partakers Reporting Breaches of the Code

Breaches of the code must be reported to an appropriate body (club or event official, Area, Scottish Archery), and those receiving the reports must treat them seriously, confidentially and in a timely manner. All parties including those under suspicion of the breach should be treated fairly and respectfully. To report a breach, you can:

- Depending on the setting where the potential breach takes place talk to your club Safeguarding Officer or Event Organiser about what you have experienced, witnessed, or heard.
- Follow this up with a letter or email and include details of witnesses to the behaviour
- Report serious concerns of abuse, bullying, discrimination, and anti-doping to Scottish Archery's safeguarding team [safeguarding](#)
- Escalate any report to Scottish Archery if you feel the report of the breach has not been handled appropriately, ensuring that the recipient of the original report is included in the escalation

Breaking the Code

If it is deemed there has been a potential breach of the Code of Conduct, we have the right to investigate and take disciplinary action (in line with our disciplinary policy, regulations, and procedures). This also includes any alleged breach of or our published policies, rules, regulations, and procedures, or anything which is deemed to bring Scottish Archery into disrepute.