



## **CODE OF CONDUCT TECHNICAL OFFICIALS**

Officials play a vital role in the preparation and delivery of safe and high-quality athletics events.

The code of conduct for officials reflects the required standards of personal and professional conduct in that role.

### **Responsibilities – Professional Standards**

To maximise the benefits and minimise the risks to participants, officials must attain an appropriate level of competence through qualifications, and a commitment to ongoing training to ensure safe and correct practice.

### **Responsibilities – Personal Standards**

Officials must demonstrate proper personal behaviour and conduct at all times.

### **Rights**

Officials must respect and champion the rights of every individual to participate safely in sport and physical activity.

### **Relationships**

Officials must develop positive relationships with participants (and others) based on openness, honesty, mutual trust, and respect.

## **1. RESPONSIBILITIES – PROFESSIONAL STANDARDS**

As a responsible technical official, I will:

- 1.1** abide by the UKA and the HCAF Child Safeguarding Policy and Child Safeguarding Procedures
- 1.2** abide by the UKA and the HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures
- 1.3** keep my professional knowledge and skills up to date, be appropriately qualified and renew my licence as and when required by UKA
- 1.4** work in a spirit of cooperation with other officials and not interfere with their responsibilities
- 1.5** offer guidance and support to less experienced officials whenever appropriate
- 1.6** report any accidental injury, distress, misunderstanding or misinterpretation to the parents/ carers and club/regional/national or UKA Safeguarding Officer as soon as possible
- 1.7** 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.

## **2. RESPONSIBILITIES – PERSONAL STANDARDS**

As a responsible technical official, I will:

- 2.1** never smoke or consume alcohol whilst involved on officiating duties
- 2.2** be fully prepared for the officiating task that is assigned to me
- 2.3** dress appropriately and to the standard and nature of the competition, as outlined by the relevant officials' committee

- 2.4** arrive in good time for the competition and report to the official in charge
- 2.5** 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
- 2.6** avoid swearing and critical, abusive language or irresponsible behaviour, including behaviour that is dangerous to me or others, acts of violence, bullying, harassment and physical and sexual abuse
- 2.7** avoid destructive behaviour and leave athletics venues as I find them
- 2.8** avoid carrying any items that could be dangerous to me or others, excluding athletics equipment used in the course of my athletics activity
- 2.9** always explain why and ask for consent before touching an athlete
- 2.10** work in same-sex pairs if supervising changing areas.

### **3. RIGHTS**

As a responsible technical official, I will:

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

### **4. RELATIONSHIPS**

As a responsible technical official, I will:

- 4.1** 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 me as a technical official
- 4.2** encourage and guide athletes to accept responsibility for their own performance and behaviour
- 4.3** 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
- 4.4** act in a decisive, objective but friendly manner in my interaction with other officials, athletes, coaches and spectators, and carry out my duties in an efficient and non-abrasive manner
- 4.5** 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
- 4.6** 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
- 4.7** 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
- 4.8** not use my 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 non-verbal

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

**4.9** avoid spending time alone with young athletes (under 18) unless clearly in the view of other adults

**4.10** never take young athletes (under 18) alone in my vehicle

**4.11** never invite a young athlete (under 18) alone into my home

**4.12** never share a bedroom with a young athlete (under 18).

(In relation to 4.10/4.11/4.12, the relationship of the official to the child will be a consideration in any referral).

### **BREACH OF THE CODE OF CONDUCT**

I understand that if I do not follow the code, the following sanctions may be taken by a club (where relevant), a Home Country Athletics Federation and/or UKA.

- may:
  - receive a verbal warning
  - receive a written warning
  - be required to attend supplementary safeguarding training
  - be suspended by a club (where relevant)/HCAF/UKA
  - be required to leave or be dismissed by a club (where relevant) /HCAF/UKA
  - have my UKA technical official's licence withdrawn
  - be referred to DBS.