

GB & NI TEAM MEMBERS'

CODE OF CONDUCT

January 2014

As a member of the Great Britain and Northern Ireland Team (GB & NI Team) your behaviour will reflect on British Athletics and the sport. Accordingly you must agree to conduct yourself in a proper manner at all times while participating in GB & NI Team activities and within all commercial and media activities for British Athletics.

This Code of Conduct outlines what is expected of you following your selection to a GB & NI team and applies to all selected athletes, regardless of whether you are a member of the World Class Performance Programme (WCPP). For those athletes who are members of the WCPP, to the extent that the provisions of this Code of Conduct conflict with those of the UKA Athlete Agreement (particularly relating to clauses 6.10, 6.11 and 6.12-16), then the UKA Athlete Agreement shall supercede and take precedence over the terms of this document.

1. Team Member Benefits - Following selection to the GB & NI Team you will be entitled to receive the following benefits from British Athletics:

- a. administration of your entry and accreditation as part of the GB & NI Team to IAAF/EA/IPC events and the provision of reasonable administration services;
- b. team uniform and clothing as determined by British Athletics;
- c. access to the British Athletics holding camp(s) if being held by British Athletics;
- d. access to appropriate medical and therapy treatment during the holding camp and IAAF/EA/IPC event;
- e. reasonable travel arrangements between the UK, the British Athletics holding camp(s) (where applicable) and the event location;
- f. accommodation in the GB & NI Team hotel/multi-sport accommodation;
- g. management of media requests and/or interest during the competition;
- h. access to specialist advice from the British Athletics medical, sport science and anti-doping teams;
- i. insurance cover under the British Athletics insurance policy as set out on the British Athletics website (<http://www.britishathletics.org.uk/governance/insurance/>). Note: the policy does not include personal accident, motor vehicle or independent training cover, therefore separate insurance should be taken out if required.

2. Team Member Obligations – Following selection to a GB & NI Team, you agree to:

- a. make a positive commitment to supporting and achieving the aims and objectives of British Athletics;
- b. abide by all anti-doping rules and regulations at all times, including keeping your whereabouts up-to-date;
- c. conduct yourself in a correct and proper manner that portrays the sport in a positive light and does not bring you, British Athletics, the sport or any commercial partner into disrepute;
- d. project a favourable and positive image of the sport and the British Athletics support programmes (including the WCPP) by adopting high standards of behaviour when carrying out duties in relation to the GB & NI Team;

- e. maintain high standards of conduct and behave in a manner that shows proper respect for other athletes and team staff when training, competing, coaching or residing in the GB & NI Team hotel or multi-sport accommodation;
- f. refrain from excessive behaviour which would reflect badly on the sport and/or could prevent you from maintaining the highest levels of performance;
- g. act as an ambassador for British Athletics at all times but specifically when so requested in accordance with team membership;
- h. take personal responsibility for elements of team activity when required or asked to do so by a member of Team Management (including the Team Leader). This includes:
 - i. speaking up if you are unhappy about something (or know that someone else is);
 - ii. being organised and on time for all travel, training and events (if you miss the team flight you may have to organise and pay for a replacement);
 - iii. watching out for each other to ensure that no Team Member is in danger;
 - iv. not being afraid to tell fellow Team Members if you think their behaviour is unacceptable;
 - v. ensuring that you and others do not, at any time, engage in any illegal or irresponsible activities.
- i. travel with the team on pre-arranged flights and stay in team accommodation unless alternative arrangements have been agreed with the Team Leader (changes will only be made in exceptional circumstances);
- j. wear official (and only current) GB & NI team kit as outlined below:
 - i. during international travel to/from competition/holding camp venue, including assembly at a UK airport and domestic travel on arrival/departure at/from the holding camp/competition venue;
 - ii. holding camp media open days;
 - iii. at all times in public areas of the team hotel/multi-sport accommodation (not including accommodation at a holding camp);
 - iv. at all times at the competition venue, including training venues, warm-up and stadium;
 - v. at any other time as directed by the relevant Team Leader and/or Team Manager;
- k. keep your team kit as supplied by British Athletics in good condition for the 2 year cycle and not to modify it, attach anything to it, obscure or attempt to obscure or deliberately damage it in any way whatsoever;
- l. whilst on Team duty, not publicise any personal sponsor that conflicts with British Athletics sponsor agreements or breaks with EA/IAAF/IPC rules. A full list of commercial partners can be found at <http://www.britishathletics.org.uk>;

3. Behaviour when attending a competition as a member of a GB & NI Team

- a. When residing in the Team hotel/multi-sport accommodation:
 - i. be courteous and respectful to other Team members, athletes, hotel guests and hotel property at all times – others may be competing and/or training even after your events have finished;
 - ii. if you have any problems when at the Team hotel please speak to your Team Manager;
 - iii. you will be allocated rooms on arrival. If you wish to change rooms you must clear it with the Team Manager;
- b. At all times, you agree to:
 - i. keep your accommodation clean and tidy;
 - ii. adhere to any signing in and out procedures if implemented by Team Management;

- iii. pay for any extras you incur at the Team hotel/multi-sport accommodation, such as phone bills, room service, dry-cleaning etc.;
 - iv. report any faults or damage to the Team hotel/multi-sport accommodation to a member of Team Management. Upon arrival, ensure you inspect your own accommodation and report any faults or damage immediately;
 - v. maintain appropriate standards of conduct at any closing banquet/celebrations;
 - vi. use social media/blogging sites e.g. twitter/facebook in a positive light and share your personal experience, whilst respecting the privacy of other individuals;
 - vii. check any supplements/nutritional aids (particularly those bought in a foreign country) with the medical team;
- c. At all times, you agree NOT to:
- i. allow any non-team member (male or female), into your room (this includes friends, family, supporters and your personal coach);
 - ii. appear in any public areas of hotels/multi-sport accommodation improperly or inappropriately dressed;
 - iii. consume alcohol whilst wearing GB & NI Team kit. Note: it is illegal at all times for British athletes under the age of 18 to drink alcohol (and as such are referred to point 2, h, v). Different countries around the world may set higher legal drinking ages (21 in the USA, for example) and as such, where the legal drinking age is set higher than 18, all athletes will be expected to abide by the relevant legal drinking age for any country they visit;
 - iv. discard or swap your GB & NI Team kit. Your kit allocation is intended to last you for 2 years. Should you require further pieces of kit you may be asked to contribute to the cost of replacements;
 - v. gamble on any event during a competition for which you are selected to represent the GB & NI Team (see separate rules, where applicable, for any relevant IAAF/EA/IPC competition regarding gambling);

4. Sanctions

- a. British Athletics is serious in its commitment to high standards of behaviour amongst all GB & NI Teams. Athletes or staff who breach the code of conduct will be subject to sanctions commensurate with the actions they have taken. British Athletics may also deem it necessary to conduct disciplinary procedures with an athlete or staff member as detailed in the policy document “UKA Disciplinary Procedures Adopted May 2007” (<http://www.britishathletics.org.uk/governance/policies/>);
- b. Sanctions/actions to be taken may include, but will not be limited to, any of the following:
 - i. withdrawal or reduction of any Team Member Benefits (outlined in Section 1);
 - ii. withdrawal or reduction of any British Athletics Performance Bonus(es);
 - iii. immediate expulsion from the GB & NI Team. The athlete/staff member concerned may be required to return home, at their own expense, unaccompanied if appropriate;
 - iv. exclusion from all further GB & NI Teams either for an identified period of time or permanently;
 - v. direct billing for any damage caused or costs incurred;
 - vi. direct billing for re-arranged flights and transfers not agreed in advance with Team Management;
 - vii. review of an athlete’s WCPP membership status (if applicable);

5. Welfare

- a. The Welfare Policy and Procedures, along with a number of supporting documents can be viewed on the British Athletics website at <http://www.britishathletics.org.uk/governance/welfare-and-safeguarding/>;

- b. If you have any concerns regarding child welfare, please contact the following:
- i. British Athletics Lead Child Protection Officer, David Brown CBE childprotection@britishathletics.org.uk, OR;
 - ii. British Athletics Welfare Officer & EA Lead Welfare Officer, Jane Fylan on jfylan@britishathletics.org.uk, OR;
 - iii. by post at Athletics Welfare PO Box 332, Sale, Manchester M33 6XL or telephone on 0161 223 4246.