



## Avondale – Code of Conduct

Avondale is committed to providing a safe, fair and inclusive environment for everyone involved in water polo. This Code of Conduct applies to all members, including players, coaches, officials and volunteers. By joining or supporting the club, you agree to follow this code and uphold our values.

### Players

As a player at Avondale, you have the right to:

- Be treated fairly, with respect and without discrimination.
- Play in a safe and positive environment, free from bullying or harassment.
- Be supported to enjoy the sport and develop your skills.
- Have access to qualified coaches and appropriate training opportunities.

We expect you to:

- Respect teammates, opponents, coaches, officials and volunteers at all times.
- Play by the rules and accept decisions without argument.
- Support and encourage your teammates, win or lose.
- Take responsibility for your own behaviour, both in and out of the water.
- Arrive on time for training and matches, letting your team captain know if you cannot attend.
- Look after club equipment, facilities and any kit provided.
- Follow safeguarding guidance and report concerns to the Welfare Officer if needed.

### Coaches

As a coach, you have the right to:

- Work in an environment that is safe, supportive and respectful.
- Access training and safeguarding guidance to help you fulfil your role.
- Be supported by the club when managing behaviour or welfare concerns.

We expect you to:

- Act as a positive role model at all times, demonstrating fairness and respect.
- Prioritise the safety, well-being and development of players over winning.
- Give clear, constructive feedback and encourage effort as well as results.

- Treat all players equally, without discrimination or favouritism.
- Maintain your qualifications, safeguarding checks and first aid training.
- Communicate openly with players.
- Report any welfare concerns promptly to the Welfare Officer.

### **Officials and Volunteers**

As officials and volunteers, you have the right to:

- Be respected and supported while carrying out your role.
- Receive training and guidance appropriate to your position.
- Work in a safe environment free from abuse or intimidation.

We expect you to:

- Act with integrity, impartiality and fairness at all times.
- Put the safety and enjoyment of participants first.
- Apply rules consistently and respectfully.
- Encourage positive conduct from players and spectators.
- Follow club safeguarding procedures and report concerns.

### **General Standards and Breaches**

The club has zero tolerance for bullying, harassment, discrimination, abuse or any other behaviour that risks the safety or enjoyment of others. Alcohol, drugs or inappropriate conduct have no place in club activities. Any breaches of this Code of Conduct will be taken seriously and may lead to disciplinary action, including warnings, suspension or removal from the club. Behaviour that may be a criminal offence will be reported to the police or other relevant authorities.