



Seven Lakes Fishery

Code of Practice for Staff and Volunteers
Policy and Procedures 2019

POLICY

This document is the organisation's Code of Practice, which offers guidance on good practice for everyone involved in angling, whether they be staff or volunteers.

We all have a responsibility to promote and support high standards within angling. We all play a vital role in supporting the development of both the sport and those who participate in it. We must ensure positive experiences to all participants and therefore impact the likelihood that those participants continue in angling and achieve their potential. We must demonstrate a high degree of honesty, integrity and competence at all levels. The need for staff and volunteers to understand and act upon their responsibilities is of critical importance to angling, as is the need to protect the key concept of participation for fun and enjoyment as well as achievement.

This Code of Practice reflects the following key principles

Rights

This outlines the basic rights of individuals to take part at Seven Lakes Fishery

Relationships

This offers guidance on personal relationships in angling, in particular between people in positions of influence and participants.

Personal Standards

This outlines the standards of personal conduct and behaviour expected within the sport at all levels.

Professional Standards

This details the commitment to best practice and ongoing professional development expected of all those in positions of authority within Seven Lakes Fishery.

Principle – Rights

It is essential that all people involved in angling recognise and ensure that everyone has an equal right to participate in angling without fear of abuse, discrimination, harassment or bullying.

Staff, officials and volunteers shall:

- Ensure children and young people are free from the fear of abuse;
- Ensure that all anglers are treated with respect and courtesy at all times;
- Not discriminate against any individual for any reason whether race, colour, gender, sexuality, age, disability, religion or other;
- Challenge discrimination whatever form it takes;
- Behave with discretion when discussing any individual and avoid any public criticism that they may find demeaning;
- Communicate with each other in a way which reflects respect and care;

Principle – Relationships

Seven Lakes Fishery's staff and volunteers should build relationships within the sport which are open and honest and founded on mutual trust and respect.

Staff and volunteers shall:

- Always take action if they are concerned about an adult's behaviour towards a child;
- Never behave in a way that could be construed as abuse of any kind;
- Limit any physical contact to what is necessary and always explain why and ask permission before hand;

- Never engage in any sexually related activity with participants under the age of 18. This
- includes any innuendos, flirting, inappropriate gestures or terms;
- Respect participants opinions concerning participation in angling, equally they should be encouraged to take responsibility for their own development within the sport;
- Keep participants/their parents informed of the requirements of the sport both physically and financially;
- Understand the possibility of conflicts of interest and have a willingness to resolve them;

Principle – Personal Standards

Seven Lakes Fishery's staff and volunteers should demonstrate proper personal behaviour and conduct at all times.

Staff and volunteers shall:

- Be fair, honest and considerate to participants and all other participants involved in the sport;
- Attempt to be a positive role model for others in the sport at all times;
- Act within the rules and spirit of angling at all times and behave with respect, control, dignity and professionalism at all times;

Principle – Professional Standards

To maximise the enjoyment and benefits of angling, minimise the risk to participants and competitors and ensure safe and correct practice, all staff and volunteers

Staff and volunteers shall:

- Strive to be professional and accept responsibility for their actions;
- Contribute to the development of their field of expertise by supporting and exchanging knowledge and ideas with others for the good of angling;
- Promote the rules and regulations and policies and procedures of Seven Lakes Fishery to ensure that everyone can participate in an enjoyable and safe environment;
- Be committed to ensuring that all activities run are planned, developed and delivered to the best of their ability;
- Be committed to their own professional development as well as supporting all those around them to do the same;
- Never mislead anybody in angling as to their role and status for personal gain;