

WBSA Code of Conduct - Official

Note:

- The terms 'Adults' will refer to players over the age of 18.
- The term 'Official or Staff' applies to Committee members, tournament directors, coaches, referees and volunteers.
- All Officials and Players will be responsible for all associated parties and associated parties will be held to the same conduct and disciplinary procedures.

As a WBSA Official, I will:

- Promote the values, aims, rules and regulations of the WBSA by acting as its ambassador and advocate, and always presenting it and its members in a positive light.
- Act only in the interests of WBSA as a whole not individuals or small groups.
- Sign and comply with all WBSA policies and contracts and conduct myself accordingly.
- Respect all WBSA Players, Parents, Spectators and Officials.
- Attend all tournaments on time and let a fellow Official know if I am going to be late.
- Wear the correct dress code at all times.
- Not drink alcohol when I am officiating.
- Consent to the Anti-doping drug test when requested.
- Be reasonable and fair with my judgement and never cheat.
- Champion equality and respect the rights, dignity and worth of all people involved in WBSA, regardless of gender, race, marital status, colour, disability, sexuality, age, occupation, religion or political opinion.
- Implement WBSA safeguarding policy and procedures.

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- Report any concerns or allegations of abuse, including lower-level concerns and poor practice, to our safeguarding officers whether it be inside or outside of the WBSA (safeguarding@welshsnooker.com)
- Listen to any concerns that players, parents, spectators or fellow officials may have without prejudice and report accordingly.
- Not engage in any behaviour, or use of language that constitutes any form of abuse or bullying.
- Respect my position of trust and maintain appropriate boundaries and relationships with young people - engaging in sexual behaviour with any child under the age of 16 is illegal and I will be reported to the authorities and banned from WBSA.
- Keep my officiating and safeguarding training up to date.
- Keep young children or adults in sessions that I am officiating safe by supervising appropriately, using safe methods and techniques in line with my training ([WBSA Supervision Ratios](#)).
- Make sure I've got appropriate staffing ratios of adult to participant before the session begins, as outlined in WBSA supervision ratios policy ([WBSA Supervision Ratios](#)).
- Make sure equipment is fit for purpose, safe to use and accessible, before, during and after the event or activity.
- Respect children's trust and rights while being honest and open with them.
- Stop play if an injury happens, call for first aid and call for additional help when necessary.
- Know where the first aid box is located and how to follow emergency procedures.
- Report all complaints, accidents and concerns. (complaints@welshsnooker.com) (safeguarding@welshsnooker.com)
- Use constructive and positive methods of communicating and developing children's skills.
- Behave appropriately online when communicating on behalf of the WBSA ([WBSA Safer Online & Social Media Policy](#)).
- Challenge and address any instances of poor, negative, aggressive or bullying behaviour amongst young people and adults.

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- Promote healthy safe environments for our children and adult participants - where smoking, vaping and drinking alcohol will not be permitted and will be challenged.
- Be a positive role model for our young people and adult participants.
- Develop positive relationships with parents and catch up with them regularly about their child's development.
- Make myself available for photos and interviews if requested.
- Encourage more people to join the WBSA.

As a WBSA Official we understand you have the right to:

- Enjoy the time you spend with us.
- Be supported in your role within the WBSA.
- Be informed of our safeguarding and reporting procedures and what you need to do if something isn't right.
- Have access to ongoing training in all aspects of your role, be listened to, and feel valued.
- Be involved and contribute towards decisions within the WBSA and be respected and treated fairly by the WBSA.
- Be protected from physical or emotional abuse from children, parents, officials and be fully supported to resolve any possible conflicts or concerns.

We expect all our Officials to follow the behaviours and requests set out in this code. If any Official behaves in a way which contradicts any of the points set out above, we'll address the problem straight away and if you are not reasonable you will be removed from the event/activity. Disciplinary proceedings will take effect immediately and a ban from the WBSA may be enforced if the misconduct is deemed serious enough by the Committee.

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Declaration of Consent & Compliance:	
I have read, understood and will fully comply with the WBSA Code of Conduct Policy – officials:	
Signature of Official:	
Print Name:	
Date:	
Signature of Consenting Carer:	
Print Name:	
Date:	



Andy Rogers
WBSA Chairman



Anthony Krysa
WBSA Safeguarding Officer

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