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**Code of conduct goal**

To build a Squad dedicated to excellence in the world of paragliding accuracy.

**What does excellence mean to us?**

By upholding our core values “integrity, respect for others, unity, professional standards of excellence and trust” and adhering to the code of conduct, together we build a team of individuals focused on personal development, teamwork and sportsmanship, allowing us to be proud and effective while representing our country on the international stage.

The conduct and behaviour of all individuals in the paragliding accuracy squad is fundamental to the ability of the sport to operate fairly, appropriately and in the best interests of the whole paragliding accuracy community.

This United Kingdom Paragliding Accuracy Squad (PAS) Code of Conduct is applicable to all those participating in the UK Squad. This Code’s purpose is to clarify what behaviours are acceptable and unacceptable, the basis for how we challenge and improve our practices, and ensure understanding of requirements of selection and the process for correct conflict resolution.

**Our values**

**Integrity**

Integrity is essential to trust. Integrity means being honest and truthful; its absence calls into question whether an individual can be relied upon, damaging the team and therefore operational effectiveness. Integrity also demands that those who are in positions of authority, at whatever level, set the highest standards and are fair and consistent to everyone.

**Respect For Others**

Respect for others is a hallmark of high performing organisations, it comes from having due regard for the feelings, views and rights of others. It extends to the treatment of all people, including squad members, fellow competitors, sponsors, officials, coaches, spectators and volunteers.

**Unity**

The squad can only be effective if everyone plays their part in full. Individual needs and desires are subordinate to those of the team. Effective teams are interdependent upon each other’s skills, knowledge and attributes, recognising and utilising these strengths for the common good.

**Professional Standards of Excellence**

These are the established morals, ethics and habits that are maintained at all times. Standards of excellence safeguard both our effectiveness and the UK Paragliding Accuracy Squad’s reputation. They determine the way we approach both training and competitions, take responsibility, overcome challenges and ensure we give our best no matter how difficult the circumstances.

**Trust**

Trust is the belief and confidence in the integrity, reliability and fairness of a person, it is an essential human value that quantifies and defines our interdependence in relationships with others. It is difficult to acquire, and when fractured even harder to redeem.

**Responsibilities of squad members**

**Squad members shall:**

* conduct themselves in a manner appropriate to a representative of the United Kingdom, upholding our core values of: Respect, Unity, Integrity, Trust and Excellence.
* exercise self‐control, responsible behaviour, consideration of others, courtesy and good manners at all times.
* accept the decisions of Competition officials and show respect for these officials at all times. This includes accepting victory and defeat in an appropriate manner.
* fully engage with all aspects of training and competition programmes. These may include, but are not limited to: Squad Training, Cat 2 competitions national and international; maintaining own currency; engaging with theory elements; ensuring punctuality.
* set a positive example (particularly to newcomers and supporters) at all times. This includes physical appearance, language and demeanour in public (including online), training, coaching, behaviour at competitions, especially in defeat.
* always show regard for the best interest of the sport when publicly expressing an opinion of the sport, an individual, or any aspect of a competition or incident.
* comply with all WADA, FAI and BHPA Anti-Doping rules, regulations and procedures
* arrive at events best prepared to give their best performance.
* ensure all equipment is maintained, certified at current minimum required level and pilot is suitable and within certification for own equipment.
* fully read and act on any communication circulated by the Squad manager and BHPA Accuracy Panel.
* ensure they follow to the best of their abilities the advice and guidance provided by the coach, including but not limited to flying, competition mindset and sportsmanship.
* NOT give coaching advice unless appointed as a coach.
* treat coaches with respect.
* follow their training program while not under supervision from appointed coach.
* represent personal and team sponsors, ensuring they comply with their company values and promote them in accordance with appendix 2.
* follow the rules of the competition.

**If selected to for the National Team, they shall:**

* maintain currency and training leading up to the competition.
* provide the squad manager with travel intentions by a specified date for CAT 1 events, understanding that any changes made after this time are the sole financial responsibility of this individual and all previous financial obligations must still be met.

**Rights of squad members**

**Squad members have the right:**

* to enjoy safe participation in paragliding accuracy without fear or harassment.
* to be respected and treated as individuals at all times.
* to receive support for their individual needs.
* to be communicated with in a manner which reflects respect and care.
* to enjoy an environment free of discrimination on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity (protected characteristics).
* to challenge discrimination in whatever form it takes.
* to enjoy an environment free from any behaviour that could be construed as abuse, including, but not limited to, sexual harassment and sexual abuse.
* to make a complaint, and to be heard and have their complaint acted upon in accordance with the disciplinary and grievance procedure.

**Responsibilities of Coaches**

**Squad coaches shall:**

* stress and monitor safety always.
* ensure that pilots are involved in a positive environment where skill learning and development is prioritised and is not overshadowed by a desire to win.
* demonstrate respect for all team members.
* where safe and appropriate, adapt individual coaching methods, understanding and incorporating the individual’s goals and learning style.
* display and foster respect for officials, team members, other competitors and spectators
* at all times display and teach appropriate sporting behaviour, ensuring that pilots understand and practise fair play.
* be reasonable in the requests they make of squad / team members.
* act appropriately towards team members, understanding their own actions can negatively affect others and their ability to perform as an effective member of the team.

**Rights of coaches**

**Squad coaches have the right:**

* to enjoy safe participation in accuracy without fear or harassment.
* to be respected and treated as individuals at all times.
* to receive support for their individual needs.
* to be communicated with in a manner which reflects respect and care.
* to enjoy an environment free of discrimination on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity (protected characteristics).
* to challenge discrimination in whatever form it takes.
* to enjoy an environment free of sexual harassment, sexual abuse and any behaviour that could be construed as abuse.
* to make a complaint, and to be heard and have their complaint acted upon in accordance with the disciplinary and grievance procedure.

**Disciplinary and grievance procedure**

The Disciplinary and grievance procedure will be dealt with by a small group appointed by the Accuracy Panel (AP) (2 members) and one member of the PAS (who is not a member of the AP and who is not involved in the incident under investigation).

Written evidence will be provided to the investigatory group so there is transparency and a clear evidence trail that will stand up to scrutiny.

A majority decision will then be put to the AP for ratification.

**Misconduct**

First warning – verbal, given by team manager

Second warning – written warning, given by squad manager after approved by panel, maximum 10 points removed from selection total

Third warning – after approved by panel pilot is no longer eligible for current year’s selection

**Gross misconduct**

(As defined as any Illegal or unethical behaviour)

Removal from squad for a period agreed by panel

I, (pilot name), by signing this agreement, confirm that I:

* + have read, understood and agree to comply with the UK Paragliding accuracy team Code of Conduct.
	+ have read and understood The FAI code of ethics and agree to abide by it.
	+ have read and understand Appendix 1 of this agreement.
	+ have read and understood the current UK paragliding accuracy team Selection Criteria Documents (published on BHPA accuracy website).
	+ agree to report any infringements or disturbing behaviour to the squad manager or a representative of BHPA Accuracy panel. The process and procedures for this reporting can be found in Appendix 2.
	+ agree to the BHPA and selected partners of the association, using my name and image in promotional materials, marketing, advertising and merchandising at the BHPA’s discretion without charge.
	+ agree to wear any UK Kit including sponsored apparel which I have been provided with in line with the relevant guideline when representing the United Kingdom.
	+ agree to comply with all reasonable requests made by the Squad manager and/ or coaching staff I receive in the pursuit of sporting excellence.
	+ agree to inform the Squad manager of any changes to my personal circumstance that might affect my participation in the UK Paragliding Accuracy Squad.
	+ have read, understood and agree to comply with all anti-doping laws/rules and drug test requirements of the BHPA, UK Sport, FAI, CAA and WADA.
	+ understand that my inclusion within the UK PAS is under constant assessment and my continued participation within the Squad is dependent on my commitment to the programme and adherence to the UK paragliding accuracy team policies and procedures.

**Appendix 1**

**Sponsorship**

Definition of sponsorship

‘Sponsorship’ is a business relationship between a provider of funds, resources or services and an individual, event or organisation which offers in return rights and association that may be used for commercial advantage

Sponsorship must be understood as similar to a partnership between two parties of mutual benefit to both.

It is the responsibility of the pilots within the team to represent and promote their personal and teams sponsors to the best of their abilities, upholding the company’s values and ensuring a professional social media presence.

This includes, but is not limited to, wearing sponsored apparel, promoting on personal and group social media platforms and encouraging photo opportunities with sponsoring party’s logos and/ or products

**Appendix 2**

**Reporting procedure**

In the event a squad member is involved in or witnesses any behaviour deemed inappropriate and in violation of the code of conduct they can:

* report directly to squad manager
* in the event the squad manager is involved, report directly to the AP
* report anonymously for individual’s protection

All claims will be treated fairly and evidence reviewed.

The AP usually meets on the first Thursday of every month and any reports will be viewed and actions decided upon during this time.