



Codes of Conduct : Ethical Framework

This Framework governs the application of all Codes of Conduct agreed by Boxing Scotland. As such it should be adhered to by all Directors, Staff, volunteers and anyone supporting or engaged in the sport under the auspices of Boxing Scotland.

Boxing Scotland believes that there are three main objectives in participation and the delivery of the sport in Scotland.

These are:

- To promote and develop physical health and wellbeing
- To promote and develop mental health and wellbeing
- To promote and develop social cohesion

To do so it is important that we have a value base common to Boxing Scotland and everyone associated with the organisation in whatever capacity.

Our core values are:-

- **Trustworthiness.** The integrity of the individual depends on their capacity to be open, honest, reliable and honourable in all aspects of their behaviour. When this is the case their words and actions can be trusted.
- **Respect.** Doing to others as we would have them do to us is the basis of respect for others and respect for ourselves. The individual, their needs, their circumstances, their abilities and their limitations command our respect in the same way as we would expect others to extend the same respect to us.
- **Responsibility.** We are at all times responsible for our conduct. Similarly we are responsible to our social group. This requires us to consider the consequences of our actions for ourselves and for others *before* we speak or act. We can then take full responsibility for our actions and for their consequences when called upon to do so.
- **Fairness.** Our judgement of circumstances or other people should be open-minded, equitable and free of prejudice.
- **Caring.** Our actions towards others should be based on our common humanity understanding that the true strength of our character is often demonstrated through our capacity to accept and care for others.
- **Good citizenship.** For us to function as a community of interest to the benefit of all we need to respect the rules and conventions that bind us as well as promote, through example, the behaviours that bring about the best in ourselves and the social group within which we live.

Participation in the sport should, at all levels and for all involved, reflect these core values.

This Codes of Conduct governed by this ethical framework will:

- Set out our expectations or requirements for behaviour within and associated with Boxing Scotland
- Define expected standards of practice
- Form the basis for challenging and improving practice
- Help to safeguard all those involved in the sport by encouraging them to adhere to agreed standards of conduct

Boxing Scotland will:

- Promote and encourage fair play at all times at all levels of participation and competition
- Ensure that its rules are fair, properly communicated, and clearly understood by everyone involved in the sport, and properly enforced as necessary.
- Treat everyone equally irrespective of race, creed, colour, gender identity, sexual orientation or ability.
- Promote a sporting spirit which reflects our core values in all policies, operations and communications
- Expect that everyone involved with Boxing Scotland will promote and demonstrate our core values in all aspects of their behaviour and communication.



BSL Board of Directors - Code of Conduct

This Code of Conduct should be read, understood and applied within the context of the accompanying Ethical Framework.

The Code of Conduct is provided to establish broadly the standards of behaviour and discipline expected.

It is recognised therefore that the conduct of Directors individually and collectively reflects on the organisation (BSL) and the sport as a whole.

BSL expects that Directors will demonstrate conduct of a high standard so that all concerned have the utmost confidence in his/her integrity.

A Director's life outside of BSL activity and responsibilities is a personal matter but it is expected that the interests of Boxing Scotland are not knowingly made subordinate to private interests or that the interests of BSL are undermined through a conflict between Directorship and private interests.

The Code of Conduct is based on these principles and should assist board members in their day-to-day work on behalf of BSL. The code covers all Directors and Board Members of the company.

Standards

BSL relies on the integrity, common sense and professional judgement of individual Board Members.

- Board members must make decisions solely in terms of the interests of BSL and not do so in order to gain financial or other material benefits for themselves, family or friends.
- Board members must not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their duties.
- In carrying out their work, including making appointments, awarding contracts or recommending individuals for rewards or benefits, choices must be made on merit.
- Board members are accountable to the Board of BSL for their decisions and actions and must submit themselves to whatever scrutiny is appropriate to their position.
- Board members must be as open as possible about all the decisions and actions that they take and must give clear reasons for their decisions.
- The restriction of information related to a Board Member's decision is appropriate only when clearly demanded by the wider interests of BSL.
- Board members have a duty to declare any private interests relating to their duties or responsibilities within BSL and take steps to resolve any conflicts arising in a way that protects the interests of BSL.

Conduct

All Board Members agree to conduct themselves in a proper manner, which will include but not be limited to:

- Making a positive commitment to supporting and achieving the aims and objectives of the organisation
- Conducting themselves at all times in a correct and proper manner that does not bring BSL or the sport into disrepute
- Refrain from communication through social media which may bring either BSL or the sport into disrepute, which divulges confidential information or which may place others at risk.
- Project a favourable and positive image of the sport and BSL by adopting high standards of behaviour and appropriate dress at all times, especially when carrying out duties in relation to the BSL Programme;
- Behave reasonably and in a manner that shows proper respect for other directors, staff, officials, athletes, coaches, volunteers and bystanders
- Act with decency, integrity and propriety at all times
- Keep BSL informed of any changes to personal circumstances, such as any change of permanent residential address, mobile phone number and email address.

I have read, understood and agree with the above Code of Conduct in order to be involved with BSL and understand that failure to follow this Code of Conduct could result in possible expulsion from BSL.

NAME (print) _____

SIGN _____
____/____/____

DATE



CODE OF CONDUCT: REGISTERED COACHES

This document should be read, understood and applied in conjunction with the Boxing Scotland Codes of Conduct: Ethical Framework.

Everyone associated with Boxing Scotland has a responsibility to promote and reflect high standards of behaviour in any activities concerning Boxing Scotland.

Boxing Scotland wants all participants, competitors, officials, coaches, staff, and bystanders to enjoy the sport in a safe and positive environment.

The Code of Conduct for Club Coaches reinforces the need for a positive and inclusive environment where everyone can contribute, participate, benefit and succeed.

Boxing Scotland coaches are ambassadors for the sport, their club, and sometimes for their country. They represent the highest ideals of the sport and provide an essential role in promoting enjoyment and achieving success for participants and competitive athletes of all abilities and levels.

This Code of Conduct details guidelines and requirements expected of coaches of Boxing Scotland whether active domestically or internationally.

The relationship between coach and athlete is a unique one based on respect and trust. The effectiveness of the coach is significantly affected by their behaviour, communication, integrity and leadership. Mentorship, motivation, power and influence are significant factors in the relationship between coach and athlete and which require the most careful management and the utmost vigilance.

The conduct of coaches needs to be above reproach so that the best interests of the participant or athlete and the optimum chances of personal achievement and success can be assured.

Boxing Scotland therefore expects all coaches to adhere to this Code of Conduct.

Coaches must:

- consider the wellbeing and safety of participants before the development of performance
- allow all players, no matter their level of ability, the opportunity to participate
- respect the rights, dignity & worth of every participant or boxer and treat everyone equally
- make boxing fun and enjoyable and always promote 'fair play'
- always work in an open environment and avoid private or unobserved situations;
- build balanced relationships based on mutual trust and respect that empower and guide and which include athletes in all aspects of their involvement in the sport
- make sure all activities are appropriate to the age, ability and experience of those taking part and within the regulations of the sport
- display consistently high standards of behaviour and appearance
- be an excellent role model reflecting high standards of behaviour including respect for oneself; prioritising physical and mental health; and respecting the needs, abilities and rights of others.

- refrain from behaviour or language which is demeaning, insulting, offensive or disrespectful towards or about others including online and on social media
- act positively to promote diversity and inclusion across the sport and at all levels of participation
- intervene to prevent situations where behaviour or language contravenes or offends the Ethical Framework of Boxing Scotland. Intervention should always include an element of positive education aimed at preventing recurrence.
- encourage participants to accept responsibility for their own behaviour and performance
- ensure that training and learning are appropriate for the age, maturity, experience and ability of the individual participant
- involve parents when appropriate and wherever possible
- put the wellbeing and safety of participants before the development of performance
- follow all guidelines laid down by Boxing Scotland and the club
- hold appropriate valid qualifications and insurance cover

All Coaches SHOULD NOT:

- have 'favourites'. This is not consistent with good coaching practice and could be interpreted negatively by others
- spend excessive amounts of time alone with participants or boxers away from others;
- enter into the bedroom of participants/boxers during trips away from home, unless in an emergency situation or in the interest of health and safety. Where situations occur where it is necessary to enter into the bedrooms of participants/boxers this should be duly recorded and the reasons for doing so.
- do things of a personal nature for participants/boxers that they can do for themselves other than in exceptional circumstances;
- condone rule violations, rough play or the use of prohibited substances;

All Coaches MUST NEVER:

- engage in games which may be construed as sexual, including horseplay
- engage in sexual talk including banter or use offensive or provocative sexualised language with participants or boxers
- engage in intimate relationships of a sexual nature with boxers or participants.

All Coaches are required to:

- maintain satisfactory standards of performance, a high level of quality, accuracy and diligence
- cooperate with colleagues and Boxing Scotland employees to maintain acceptable standards of working relationships and comply with reasonable Boxing Scotland instructions and/or requests
- take all necessary steps required to safeguard Boxing Scotland's public image and preserve positive relationships with anyone who they engage with in respect of their role
- ensure that Boxing Scotland's Health and Safety and Child Protection procedures are understood and that all incidents/accidents, however small, are reported to the appropriate personnel in the Club and/or at Boxing Scotland as soon as possible
- comply with Boxing Scotland's requirements regarding conflict of interests
- comply with the requirements of Boxing Scotland regarding confidentiality
- remain up to date with the most current version of AIBA Technical & Competition Rules;

All Coaches must not:

- use any of Boxing Scotland's client and customer resources and services for personal use without management authorisation

- remove Boxing Scotland property and equipment from premises unless for use on authorized Boxing Scotland business or with management authorisation
- publish any book or articles or make any media statements or appearances in connection with the work of Boxing Scotland or its subsidiaries, including online or through social media, without first seeking permission from the Board of Directors and complying with any instruction or requirement made as part of an approval process
- take part in, support or encourage any events, conversations or internet/social media discussions which may be deemed as bringing Boxing Scotland, its staff or officials, into disrepute.

I have read, understood and agree with the above Code of Conduct in order to be involved with BSL and understand that failure to follow this Code of Conduct could result in possible expulsion from BSL.

NAME (print) _____

SIGN _____



Boxing Scotland Limited Employee Code of Conduct Policy

Introduction

This document should be read, understood and applied in conjunction with the Boxing Scotland Codes of Conduct: Ethical Framework.

Everyone associated with Boxing Scotland has a responsibility to promote and reflect high standards of behaviour in any activities concerning Boxing Scotland.

Boxing Scotland wants all participants, competitors, officials, coaches, staff, and bystanders to enjoy the sport in a safe and positive environment.

The Code of Conduct for Employees reinforces the need for a positive and inclusive environment where everyone can contribute, participate, benefit and succeed.

Boxing Scotland staff are ambassadors for the sport and Boxing Scotland expects all employees to conduct themselves in a manner at all times which exemplifies its core values and working principles.

Boxing Scotland expects to have the highest confidence in the integrity and conduct of all staff. Similarly Boxing Scotland requires that any out of hours commitments or private interests or involvements which conflict with its values, working principles and operational objectives to be declared immediately. The code covers all employees of the company.

- **Standards of Behaviour**

Ultimately the company relies on the integrity, common sense and professional judgement of individual employees. Employees must make decisions in terms of the interests of Boxing Scotland and its members/users.

The promotion of self-interest or obtaining of financial, commercial or other personal gain through advantage by working for Boxing Scotland is not acceptable and will be considered incompatible with employment.

Employees therefore must not place themselves under any financial, or other obligation, to outside individuals or organisations that might influence them in the performance of their duties.

Employees are accountable for their decisions and actions to Boxing Scotland and must submit themselves to whatever scrutiny is appropriate to their position.

Employees must be transparent about all decisions made and actions taken. Reasons for decisions must be given when required and information restricted only when the wider interests of Boxing Scotland clearly demand or when it is legally required.

Employees have a duty to declare any private interests relating to their company duties and to take steps to resolve any conflicts arising in a way that protects the company's interests.

All staff agrees to conduct themselves in a proper manner consistent with our Ethical Framework. This includes but is not limited to:

- making a positive commitment to supporting and achieving the aims and objectives of the organisation;
- conducting themselves at all times in an acceptable and proper manner that does not bring Boxing Scotland, its members or any of its partners into disrepute;
- projecting a favourable and positive image of the sport by adopting high standards of behaviour and presentation at all times.
- behaving reasonably and in a manner that shows proper respect for athletes, coaches, support staff, colleagues and members of the public in all dealings and matters associated with Boxing Scotland;
- refraining from any unacceptable or offensive behaviour or language in the conduct of their duties or in any capacity which pertains to Boxing Scotland including online or through social media.

The expectations and requirements set out in this Code of Conduct are not exhaustive and the general principles reflected by it are as important as the stated content. It is provided to ensure that the working environment is safe and beneficial to the wellbeing of all and for the protection of all employees and Boxing Scotland. It represents the standard against which the conduct of employees will be assessed by managers, colleagues, stakeholders and the public.



Code of Conduct: Officials

This document should be read, understood and applied in conjunction with the Boxing Scotland Codes of Conduct: Ethical Framework.

Everyone associated with Boxing Scotland has a responsibility to promote and reflect high standards of behaviour in any activities concerning Boxing Scotland.

Boxing Scotland wants all participants, competitors, officials, coaches, staff, and bystanders to enjoy the sport in a safe and positive environment.

The Code of Conduct for Officials reinforces the need for a positive and inclusive environment where everyone can contribute, participate, benefit and succeed.

It is expected that everyone associated with Boxing Scotland act as positive ambassadors for the sport. At all times this requires exemplary conduct which reflects the values of Boxing Scotland.

Officials are integral to the work of Boxing Scotland and to representing the very best in our sport both within competitions and events and in general.

Officials must:

- at all times conduct themselves in a professional and ethical manner
- treat any information received in relation to their position confidentially
- maintain a good physical condition, personal hygiene and professional appearance when performing their duties as a Boxing Scotland Competition Official
- fulfil all duties assigned to them by the Supervisor
- be punctual for all competitions assigned to them
- be available to attend Boxing Scotland Official's meetings on the day of competition
- respect and adhere to all Boxing Scotland Rules
- promote actively and through example the values of inclusion, participation and diversity required by Boxing Scotland

Officials must not:

- directly or indirectly, solicit, accept or offer any form of remuneration or commission, any concealed benefit, service or gift of any nature that could be considered as a bribe, connected with anyone related to any competition in which they participate
- behave or use language that is any manner derogatory or detrimental to Boxing Scotland including online or through social media
- compliment, criticise, comment or express an opinion on any boxer or official before, during or after a Boxing Scotland event or competition online or through any social media forum
- criticise or attempt to explain calls or decisions made by another Boxing Scotland Competition Official unless requested by the Supervisor to do so

- violate any norm of decent or courteous behaviour in relation to boxers, coaches, or any other person associated with Boxing Scotland, its events or competitions
- communicate with anybody about any competition related issue within the competition venue and/or any other location for the period of the competition including to persons from their own club such as boxers, coaches, officials and committee members
- collude or collaborate with any party in violation of any Boxing Scotland and/or AIBA Rule
- form relationships or become personally intimate with boxers and/or coaches and seconds or enter into any relationship or take any action that casts doubt on their impartiality as a Boxing Scotland Official
- use or carry any electronic communication device inside the Field of Play (FOP)
- be under the influence of alcohol or any other substance during the period of any Boxing Scotland competition or event at which they officiate

I understand that if I have any observations or complaints during a Boxing Scotland event or competition I must initially report these to the ring supervisor. If not addressed satisfactorily, I will bring the matter to the Boxing Scotland Chief Executive in writing no later than seven (7) days after the event or competition. I will not discuss any matter relating to Boxing Scotland national championships within any District meeting.

I agree to abide this Code of Conduct and accept that any infringement of this Code of Conduct may be referred to a Boxing Scotland Disciplinary Committee or the Boxing Scotland Board of Directors and could lead to an immediate sanction against me.

DATE: _____

NAME: _____ SIGNATURE: _____



CODE OF CONDUCT: PARENTS AND CARERS

This document should be read, understood and applied in conjunction with the Boxing Scotland Codes of Conduct: Ethical Framework.

Everyone associated with BSL has a responsibility to promote and reflect high standards of behaviour in any activities concerning Boxing Scotland.

Boxing Scotland wants all participants, competitors, officials, coaches, staff, and bystanders to enjoy the sport in safe and positive environment.

By setting out a code of Conduct for Parents and Carers BSL reinforces the need for a positive and inclusive environment where everyone can contribute, participate and benefit.

Where children and young people are concerned, we should remember that participation in boxing is a time when they can develop technical, physical, tactical and social skills and derive similar benefits. We expect parents and carers to play their part by positively supporting their efforts and observing the Code of Conduct at all times.

It is expected that parents/carers will:

- Make safe and suitable arrangements for their child to attend training, events and sessions including their transportation to and from sessions and events.
- Communicate with staff and coaches about any additional needs their child may have including details of how best to meet their needs; any medical or other conditions and how these are best understood and responded to while participation in boxing; and any other information relevant to their child's involvement or participation.
- Make sure any necessary communication happens in good time and confirms that it has been received and properly understood
- In all dealings with staff and officials, including where concerns or complaints are being addressed, be polite and constructive to ensure that all concerned can benefit from learning and improvement as necessary.
- Expect that Boxing Scotland will always do the best for their child and, where they are of the view that anyone involved with Boxing Scotland has fallen short, bring this to the attention of the relevant manager within the organisation.
- Respect personal and/or confidential information concerning others as well as expecting the same considerations will be the case concerning themselves or their own child.
- Applaud and encourage effort and positive participation as well as success ○ Respect the decisions of officials
- Always remain within designated areas during events unless advised otherwise by someone authorised by Boxing Scotland for the safety and wellbeing of all
- Avoid openly criticising participants for 'making mistakes' – mistakes are part of learning.
- Refrain from criticising children and young people in public, including through social media – instead encourage their effort and support improvement
- Never engage in, or tolerate, offensive, insulting, derogatory, or abusive language or behaviour including online or through social media (remembering that such conduct or language may also be illegal).
- Never engage in physical altercation and refrain from threatening language and behaviour.
- Teach that enjoyment through participation and fulfilment through self-discipline are as important as, and often more important than, competition and winning.

Abiding by the Code of Conduct allows parents and carers to engage in the work of Boxing Scotland and participate in the sport in a meaningful and positive way ultimately to the benefit of the entire boxing family.



Boxing Scotland Registered Boxer Code of Conduct

This document should be read, understood and applied in conjunction with the Boxing Scotland Codes of Conduct: Ethical Framework.

Everyone associated with Boxing Scotland has a responsibility to promote and reflect high standards of behaviour in any activities concerning Boxing Scotland.

Boxing Scotland wants all participants, competitors, officials, coaches, staff, and bystanders to enjoy the sport in safe and positive environment.

The Code of Conduct for Registered Boxers reinforces the need for a positive and inclusive environment where everyone can contribute, participate, benefit and succeed.

Boxing Scotland athletes and squad members are ambassadors for the sport, their club, and often for their country. They represent the ideals of sport and their own goals, ambitions and character.

This Code of Conduct details guidelines and requirements expected of registered boxers who train with or training or compete for Boxing Scotland domestically or internationally.

It refers largely to the behaviour we expect from registered boxers during any involvement with or on behalf of Boxing Scotland. We require all those acting within Boxing Scotland to ensure that our values are demonstrated through behaviour and language. This applies irrespective of the background, age or ability of the individual or the capacity in which they are involved with Boxing Scotland. Everyone, regardless of their role or involvement, contributes to creating and sustaining a positive, inclusive and safe environment for all.

All athletes are required to read, fully understand and comply with the expectations and requirements outlined below.

As a registered boxer Boxing Scotland expects that **you will**:

- Conduct yourself in a manner consistent with the values and norms of Boxing Scotland and its policies
- Act to prevent discriminatory, unethical or offensive conduct if and when it arises and challenge such conduct or language as appropriate.
- Act with responsibility for yourself and for others.
- Commit to furthering yourself as an athlete by exhibiting an exemplary attitude to training and competition
- Keep to agreed timings for training and competitions and inform the appropriate coaching staff if you are unable to keep to arrangements
- Attend all activities as agreed
- Observe the rights of other athletes to respect, confidentiality, and individuality.
- Train and compete within the rules
- Respect the decisions of coaches, officials and referees.
- Abide by the anti-doping policy of Boxing Scotland and commit to being drug free in all training and competition

- Present yourself in a way which represents the sport and Boxing Scotland positively and respectfully including wearing suitable kit for training and competition; appropriate team kit when assembling or travelling and at other functions or occasions as notified.
- Complete any relevant forms / paperwork as required by stated deadlines.

As a registered boxer **you will not:**

- Use abusive or foul language or behaviour including any that can be construed as racist, sexist, homophobic or in any way demeaning or offensive to others
- Engage in inappropriate or illegal sexual activity including online or through information and communication technology
- Engage in negative discriminatory conduct
- Possess or consume alcohol prior to or during competition or training
- Possess or consume illegal or performance enhancing drugs

Sanctions

Breaches of the Code of Conduct will be dealt with in the first instance by the Team Leader or person charged with responsibility for the particular event or activity. He/she will report the incident to the BSL disciplinary panel who will determine what further action is deemed necessary. This will consist of a first stage investigation meeting then a disciplinary meeting should there be the need.

I am aware that I am an ambassador for my sport and my country and I take full responsibility for my actions when representing my country. I have read this Code of Conduct and the Boxing Scotland Codes of Conduct Ethical Framework, fully understand these and agree to comply.

Signed:

Date:

NAME (Please print):

Date:

Signed:

(parent/guardian if under 16 yrs)

Date:

NAME (Please print):

Date: