



## **Code of Conduct and House Rules**

At BSA we aim to give young skiers an opportunity to try ski racing, improve if they are already racers and ultimately be the best that they can be. To achieve this, trainees need to feel safe and happy in the environment that they are in.

### **Code of Conduct**

Our Code of Conduct enables everyone to understand the expectations for behaviour that the academy has of them and that they should expect from each other. Our 'Disciplinary Procedure' outlines the actions that may be taken should BSA staff feel that a trainee has breached the Code of Conduct.

Examples of a breach of the Code of Conduct are, but not exclusive to:

- Smoking of any kind, including vaping
- Consumption of alcohol
- Use of drugs (pastoral staff should be made aware of any requirement to use prescribed medications)
- Physical, mental, or cyber bullying
- Failure to follow instructions from a BSA staff member
- Use of offensive ('bad') language, whether verbal or written
- Discrimination of any kind, against any group, minority or individual
- Failure to observe Health and Safety Rules
- Failure to observe 'House Rules'
- Failure to observe the FIS Skiers Code
- Engaging in sexual activity
- Entering the bedroom of a member of the opposite gender
- Non-accidental damage to property
- Failure to respect diversity
- Failure to practice personal respect of others
- Failure to act inclusively
- A breach of the law, either locally or nationally (e.g. theft)
- Actions (verbal, physical or written including social media, 'phone or internet) that could bring The BSA or the trainee into disrepute
- Failure to demonstrate good 'sporting' behaviour
- Possession of offensive weapons, knives, fireworks etc.

### **House Rules**

'House Rules' may be applied to specific locations and will be notified at the time of arrival. These should also be considered as part of the Code of Conduct and any breach may result in a disciplinary. It is a standard house rule, applicable to all residential athletes, that they are not allowed to leave the premises after dinner, in the evening unless accompanied by a BSA member of staff or a parent, and and with agreement with a BSA member of staff.



## **Disciplinary Procedures**

The following procedure will be followed if a member of BSA staff deems there to have been a breach of the Code of Conduct. It is important that both parents and athletes understand the approach that will be taken and that the severity and circumstances of the breach may affect the sanctions. If a breach of the Code of Conduct is causing a disruption to Academy life or is deemed unsafe, the trainee may be removed from the session.

### **1. A Verbal Warning**

Whenever possible, this should be given at the time of the breach and the BSA staff member should ensure that the trainee understands why they have been given the warning. A note should be made in the Disciplinary Record Book. This note should be dated so that staff are aware of any time lapse should there be another incident.

### **2. A Written Warning**

If a member of staff feels that the Code of Conduct has been broken to the extent that a written warning is required, a short interview between the trainee, the member of staff and a second member of staff to support the trainee, should take place to establish that this is the appropriate course of action. Parents should then be made aware that the trainee is being given a written warning and explain why. The written warning should clearly layout the reason for it and any circumstances around the incident it relates to. A copy of the warning should be held on file in the Disciplinary Record Book until the end of the season. A further copy should be sent to parents and they should be made aware of the next step in the Disciplinary Procedure.

### **3. Sending Home**

If a trainee's breach of the Code of Conduct is so severe e.g. it endangers the safety of anyone, or is a breach of the law, or if they have already been through steps 1. and 2., a disciplinary hearing will be held and the trainee interviewed along with a member of staff or other responsible adult to support them. Written or verbal witness statements may be included.

The decision, and reasons for it, should be recorded in the Disciplinary Record Book along with any supporting documentation.

Parents will then be responsible for the trainee returning home as soon as is practicable, at their own expense.

The BSA Terms and Conditions will apply as if this was a cancellation.