

## TTW CODE OF ETHICS

### Document History

Version	Summary of Changes	Document Status	Date
1.0		Live	22 <sup>nd</sup> April 2020
1.1	Reviewed document and added document history. Also added acceptance and adoption text at end of document.	Live	1 <sup>st</sup> November 2021

### Monitoring and Review

The policy will be annually monitored and a full policy review will take place every three years. A policy review may also be conducted in response to any of the following occurrences:

- Changes in legislation or guidance
- Changes in governance of the sport
- Changes in the nature or size of Table Tennis Wales
- A procedural review taking place following a significant case

All staff, volunteers and members of Table Tennis Wales will endeavour to:

- Respect the rights, dignity and worth of every person within the context of table tennis.
- Treat everyone equally and not discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- Not condone, or allow to go unchallenged, any form of discrimination, if witnessed.
- Display high standards of behaviour.
- Promote the positive aspects of table tennis, for example fair play.
- Encourage all participants to learn the Laws and Rules and play within them, whilst always respecting the decisions of match officials.
- Actively discourage unfair play, rule violations and arguing with match officials.
- Recognise good performance, not just match results.
- Place the well-being and safety of children, above the development of performance.
- Ensure activities are appropriate for the age, maturity, experience and ability of the individual.
- Respect children's opinions when making decisions about their participation in table tennis.
- Not to smoke, drink alcohol or use banned substances while working with children.
- No adult will provide children with alcohol, when they are under their care.
- Follow Table Tennis Wales' Safeguarding Policy and Procedures.

Table Tennis Wales staff, volunteers and members will endeavour not to engage in the following practices and these practices will never be sanctioned by Table Tennis Wales:

- An unrelated adult taking child/ren to their home, or other secluded place, unaccompanied.
- An unrelated adult, sharing a room with a child.
- Engaging in rough, physical, or sexually provocative games.
- Allowing or engaging in any form of inappropriate touching.
- Making sexually suggestive remarks.
- Reducing a child to tears as a form of control.
- Allowing children to use inappropriate language unchallenged.
- Allowing allegations made by a child/ren to go unchallenged, unrecorded, or not acted upon, in line with Table Tennis Wales' policy and procedures.
- Carrying out personal care for a child, that the child can do unaided.

- Adults departing from premises, without first supervising the safe dispersal of children.
- Resorting to bullying tactics or verbal abuse.
- Causing a participant to lose self-esteem by embarrassing, humiliating, or undermining them as an individual.
- Unrelated adults spending excessive amounts of time alone with children away from other adults.

After carefully considering the demographics of the membership population, and with the belief that **the Welfare of the Child is Paramount**, Table Tennis Wales has decided that a member's affiliation will terminate automatically on conviction of, or caution for, an offence under the Sexual Offences Act 2003 (as amended if applicable), or is placed on any statutory list barring or restricting his or her work with persons under 18, or with adults at risk. An individual (whether or not previously affiliated), who has been so convicted or cautioned, or is placed on any statutory list barring or restricting his or her work with persons under 18, or with adults at risk, may not affiliate or re-affiliate, without first declaring full details to the Board and obtaining its express approval to do so.

**Important:**

Please copy and paste the following text into an email, and send it to: [development@tabletennis.wales](mailto:development@tabletennis.wales)

I confirm that I have read, understand and fully adopt the TTW Code of Ethics.