

Sandycove Tennis & Squash Club – Code of Ethics (CoE).

Purpose:

This code has been devised to provide guidance to all involved in Sandycove Tennis & Squash Club as to the standards of conduct, responsibilities and interactions that are expected in accordance with (i) the values, attributes and article 29 of the Sandycove Tennis & Squash Club Rules¹ (ii) Achieving Safeguarding and Compliance detailed on the Tennis Ireland site (including a particular code of conduct for players, coaches, tennis committees with reference to young players (appendix 10)), (iii) Irish Squash Code of Conduct and (iv) Irish Squash Safeguarding Policy for Children and Young People in Sport. Sandycove Tennis & Squash Club is fully committed to safeguarding the wellbeing of its members and encourages best practice in the running of sport clubs through its commitment to providing an environment that demonstrates dignity and respect and understanding for members rights, safety and welfare. The achievement of best practice is reliant upon the adoption of this code by the members of Sandycove Tennis & Squash Club. Members are expected to undertake, comply and encourage others compliance with the Code in all circumstances, at all times, and throughout each form of sport and physical recreation activity for which they are associated. This document was based on CoE produced by Sports Ireland and Trinity Sport.^{2,3}

1. Guiding Principles

Respect for the universal fundamental ethical principles of sport within Sandycove Tennis & Squash Club is paramount and the following guiding principles shall apply;

- 1.1 Respect for the sporting spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play.
- 1.2 Respect for the principle of the universality and political neutrality of the sporting relations.
- 1.3 Maintaining harmonious relations with sports authorities, while respecting the principle of autonomy.
- 1.4 Respecting all property, facilities, equipment and capital in contact with the club while representing Sandycove Tennis & Squash Club.
- 1.5 Respect for international conventions on protecting human rights insofar as they apply to Sandycove Tennis & Squash Club's sporting activities and which ensure in particular;
 - a. respect for human dignity.
 - b. rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.
 - c. rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries.
 - d. promotion of equality of opportunity to access and participate in Sandycove Tennis & Squash Club.
- 1.6 Ensuring the participants' conditions of safety, well-being and medical care is favourable to their physical and mental equilibrium.

1.7 Members are required to read, implement and comply with the policies in this document and procedures outlined in [Sandycove Tennis & Squash Club rules](#)

1.8 All members are required to act with integrity and must never engage in fraudulent or dishonest activity at any time.

2. Sports Clubs Participants

Sports club participants must use due care and diligence when participating in club activities. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism. They must not act in a manner likely to tarnish the reputation of Sandycove Tennis & Squash Club. In particular;

2.1 Coaches and members must be conscious of the fact that they are representing Sandycove Tennis & Squash Club, even when as visitors and spectators in other clubs. Consequently, members must consistently display high standards of behaviour and appearance.

2.2 Members of clubs must always act in the best interest of the club and the welfare of the members of the club.

2.3 Members must always act in a financially responsible manner and report any financial irregularities or risk.

2.4 When arranging hospitality or events with a cost greater than €1,000 pre-approval must be sought from the sports office. No booking or contract may be signed for unless such approval has been granted.

2.5 Members of clubs, as per the national governing body of their sport, should adhere to the provisions of the World Anti-Doping Code.

2.6 Participants must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct and must not interfere in the running of sports competitions.

2.7 Members must ensure that their behaviour and actions are conducive to an inclusive and respectful culture within their club.

3. Dignity and Respect

3.1 All members must respect the rights, dignity and worth of each person in their right to self-determination. Specifically, members must ensure to treat everyone equitably and sensitively within the context of their activity and ability, regardless of gender, ethnic origin, cultural background, sexual orientation, religion, family status, political beliefs, age, disability or socio-economic status.

3.2 Members should respect one another and expect respect for their worth regardless of their role within any sports club.

3.3 Members must act in a professional and courteous manner and must ensure their actions, words or gestures do not breach the protected areas covered under Equality Acts (protected areas covered are; gender, civil status, family status, sexual orientation, religion, age, disability, race, membership of the Traveller community).

3.4 Members have a duty to foster a culture of dignity and respect and must not participate or encourage participation in mandatory or undignified initiation and/or hazing ceremonies.

4. Communications and Confidentiality

The principle of confidentiality shall be respected by all those who this Code applies to, in all their related activities;

4.1. Members must keep and store securely all documentation with respect to meetings, correspondence, minutes of committee meeting, databases and financial reports. These documents should be stored in a manner that reflects the Clubs GDPR policies and procedures.

4.2. Members must communicate effectively and accessibly with other club members through e-mail, noticeboards or the club's website.

4.3. In the course of, or for the purpose of this agreement, the member will acquire or have access to and will be entrusted with information which will be confidential to the club. It is the member's duty to observe such confidentiality.

5. Abuse of Privilege

5.1 Members will avoid the use of their position as a member of the committee to seek any undue advantage for themselves, family member or associates.

6. Breaches of the CoE.

For members who fail to abide by this CoE, an investigation may take place, which may result in disciplinary action. Where it is decided that a breach of this code of ethics or part thereof should be treated as a disciplinary matter, the following shall apply; Penalties may include possible suspension or exclusion from the club committee and/or activities. Additional awareness training or training and resources around changing in cultural attitudes may also be part of any procedure where an investigation has found any breach in this code.

7. Reviewing the Code of Ethics (CoE)

The CoE will be reviewed on annual basis by an *ad hoc* group set up by the President of the Sandycove Tennis & Squash Club Committee.

References:

1. https://sandycovetsc.ie/wp/wp-content/uploads/2018/03/Sandycove-Rules_rev-210318.pdf
2. Sport Ireland Code of Conduct:
<https://www.sportireland.ie/sites/default/files/media/document/2023-08/Sport%20Ireland%20Code%20of%20Conduct%20Template.pdf>
3. Trinity Sport Code of Ethics: [CodeOfEthics.pdf \(tcd.ie\)](#)
4. Tennis Ireland Achieving Safeguarding Compliance:
<https://www.tennisireland.ie/safeguarding/achieving-safeguarding-compliance>
5. Irish Squash Code of Conduct:
<https://www.irishsquash.com/wp-content/uploads/2023/09/Policy-06-Code-of-Conduct-BA-2023-08-14.docx.pdf>
6. Irish Squash Safeguarding Policy for Children and Young People in Sport:
<https://www.irishsquash.com/wp-content/uploads/2023/01/Safeguarding-policy-Jan-2023.pdf>
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(adopted by Committee March 2024)