



Calshot Youth Ski Club Index

Codes of Conduct, Policies, Club Rules and Constitution

01	Constitution (updated)	Page 2
02	Safeguarding Policy Statement	Page 4
03	Club Rules	Page 5
04	Privacy Policy	Page 6
05	Code of Conduct for members	Page 10
06	Anti Bullying Policy	Page 11
07	Social Media Policy	Page 12
08	Photographic Policy	Page 14
09	Code of Conduct & Ethics for Parents & Guests	Page 15

Contacts

ChildLine – (for children to use) 0800 1111 www.childline.org.uk

NSPCC Helpline - (for children or adults) 0808 800 5000

Kidscape - 08451 205 204 <https://www.kidscape.org.uk/>

Anti-bullying Alliance - <https://anti-bullyingalliance.org.uk/>

Snowsport England - <https://www.snowsportengland.org.uk/>

Calshot Youth Ski Club - email: cyski@btinternet.com

1. The Club shall be known as the CALSHOT YOUTH SKI CLUB.
2. **The Aims of the Calshot Youth Ski Club**
 - 2.1. To encourage and promote the sport of skiing at all levels.
 - 2.2. To represent the interests of club members to all appropriate authorities.
 - 2.3. To offer all young people whatever their background or ethnicity, through the sport of skiing, opportunities for their personal development which are educative, participative and which allows for equality of opportunity, so that they may grow to full maturity as empowered individuals and members of society.
 - 2.4. To ensure learning is fun.
 - 2.5. To provide the opportunity for social inter-action between Club members.
3. **Membership**
 - 3.1. Membership shall be open to individuals between the ages of 6 and 16. For our own informal Ski Races, the current Snowsport England regulations will be used whenever possible.
 - 3.2. Senior members (age 15 – 16) will be encouraged to help junior members
 - 3.3. Members 15 & 16 and showing aptitude will be encouraged to become Foundation Level 1 instructors.
 - 3.4. Individuals aged under 7 will be considered for membership depending on availability of equipment.
 - 3.5. The maximum number of members each season is dependent on the number of volunteer instructors.
4. **Duty of Care**
 - 4.1. The Club will ensure a duty of care to all members of the club by adopting and implementing Snowsport England's safeguarding policies; SnowSafe Children and Young People and SnowSafe Adults and any future versions of these Policies.
 - 4.1 Contact detail of the CWO will be given on the reverse of membership cards, and on our web page.
 - 4.2 All instructors and other members of the staff team will have a current DBS.
5. **Management**
 - 5.1. The day to day organisation of the Club shall be managed by the Executive Committee
 - 5.2. Ski teaching will be managed by our Senior Instructor
6. **Finance**
 - 6.1. Membership is by payment of an annual membership fee plus a subscription, either in full at the start of the season or at the beginning of each half term of the Club's ski season.
 - 6.2. The income and funds of the Club shall be used solely for furthering the objectives of the Club. In the event of dissolution of the Club, all assets shall only be capable of being transferred to a body or between bodies whose objectives shall be the same as, or closely related to, those of the Club.
 - 6.3. The financial year shall commence on 1st September and end on 31st August
 - 6.4. The annual membership fee shall be an estimate calculated from the cost of SSE Affiliation plus Snowlife, race medals and admin costs. Subscriptions shall be calculated from the slope hire cost divided by the estimated membership. Members can pay a pro rata subscription for shorter membership periods.

- 6.5. Membership fees or subscriptions shall not be used to pay for ski instructors except when it may be necessary to cover illness or other absences of a voluntary instructor.
- 6.6. All invoices to be paid by bank transfer or equivalent whenever possible.
- 6.7. Payments: two signatures will be required on cheques.
- 6.8. All expenditure over £20 will be agreed by the Executive Committee.
- 6.9. Annual accounts will be audited and available on our web page or on request.

7. Operating Procedures

- 7.1. All those fitting skis will have attended a current Calshot/Salomon Ski Tech course, or have equivalent training.
- 7.2. All instructors will have a national governing body qualification.
- 7.3. Ski Teaching will follow our operating procedures.

8. General and Executive meetings

- 8.1. The Chairman or his representative will report on Club activities to the Calshot ACA at their meetings.
- 8.2. The Executive Committee shall comprise of the Chairman, Secretary, Membership Secretary, Treasurer, Welfare Officer, & Ski Coaches. These positions shall normally be filled by current voluntary instructors of the Club. Two members and a parent shall be invited to formal meetings
- 8.3. Executive and General meetings shall be called as and when necessary.
- 8.4. Minutes of formal Executive meetings shall be available from a link on our web-page.
- 8.5. If no General meeting is held, members shall have access to the annual accounts either via a link on our webpage or on request.

9. Club Rules

- 9.1 The Club Rules form part of the constitution. The rules are available from a link on our webpage and as hardcopy during meetings.

10. Policies and Codes of Conduct

- 8.1 The Club will have in place the following Policies and Codes of Conduct, and will ensure they are kept up-to-date and available both from a link on our webpage and as hardcopy during meetings.
 - 8.1.1 A Safeguarding Policy Statement
 - 8.1.2 An Anti Bullying Policy
 - 8.1.3 A Photographic Policy
 - 8.1.4 A Social Media Policy
 - 8.1.5 A Recruitment Policy
 - 8.1.6 A Code of Conduct & Ethics for Coaches, Volunteers and Officials
 - 8.1.7 A Code of Conduct & Ethics for Parents & Guests
 - 8.1.8 A Code of Conduct for members
 - 8.1.9 A Privacy Policy

Current link to this Constitution, Club Rules and Policy documents is via the Calshot Activities Centre Association website: <https://www.calshotaca.co.uk/clubs/calshot-youth-ski>



Calshot Youth Ski Club Safeguarding Policy

Calshot Youth Ski Club is committed to ensuring all Children participating in snow-sport have a safe and positive experience. We will do this by:

Recognising all children participating in snow-sport, regardless of age, ability or disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, socioeconomic status, sex or sexual orientation all children and young people have the right to participate in snow-sport in a fun and safe environment and have the right to protection from harm

Ensuring that all individuals working with children in snow-sport at the club or for the club, provide a safe, positive and fun snow-sport experience for children

Adopting the **Snow Safe** Policy, Snowsport England's Policy for safeguarding, and any future versions of the Policy

Appointing a Child Welfare Officer and ensuring they receive the mandatory training for CWOs, so they have the necessary skills to undertake their role effectively

Ensuring all people who work with children at the club or for the club understand the **Snow Safe** Policy applies to them

Ensuring all those working with children at the club or for the club are recruited in accordance with the **Snow Safe** Policy and relevant legislation and undergo a DBS disclosure where required

Ensuring all people who work with children at the club or for the club are provided with an induction, including the necessary training and information on good practice and code of conduct

Ensuring the name and contact details of the CWO are promoted to children and parents and displayed at the club

Ensuring children, parents, club officials and members are aware that the CWO should be the first point of contact for any concerns

Ensuring the CWOs details are available as the main point of contact for the Safeguarding Lead at SSE and external agencies regarding safeguarding

Ensuring correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns

Ensuring everyone connected with the club (including parents, children, volunteers and visitors) has the opportunity to voice any concerns they have about poor practice or suspected abuse, to the CWO

Ensuring all suspicions, allegations and concerns are taken seriously and dealt with swiftly and appropriately

Ensuring access to confidential information regarding safeguarding concerns is restricted to the CWO, SSE Safeguarding Lead and appropriate external authorities e.g. Local Authority Designated Officer (LADO), Children's Social Care etc

Ensuring all those in a position of responsibility at the club recognise it is not their responsibility to determine if abuse has occurred, but it is their responsibility to report and act on any concerns they have.

Acknowledgement of this policy is given by signature on the annual joining application/form



Calshot Youth Ski Club – Club Rules

1. Calshot Youth Ski Club will hereafter be referred to in these Rules as “the Club”; HCC’s Calshot Activities Centre as “the Centre”; and Snowsport England as “SSE”.
2. The Club has regular meetings at, and uses the facilities of the Centre. Members and parents are expected to treat all the facilities, Centre staff and other users with respect and consideration.
3. Members wishing to leave a ski session early must ask permission from their coach before doing so and are not allowed to wander around the Centre unless with a parent.
4. Members wishing to use the toilets during the ski session must inform their coach before doing so, and must remove their ski boots before leaving the slope area.
5. Whether at the Centre, visiting another ski centre or attending an event organised by SSE, members will be a positive advert for the Club.
6. The Club has a Welfare Officer and members or parents are encouraged to speak in confidence to the CWO about any concerns they may have.
7. The following policies are an integral part of the Rules and should be read, understood and kept to.
 - 6.1 Code of Conduct for Members
 - 6.2 Anti-bullying Policy
 - 6.3 Social Media Policy
8. Members should be aware of other Club policies and are encouraged to read them (for younger members, parents are encouraged to explain the contents)
 - 7.1 Safeguarding Policy Statement
 - 7.2 Photographic Policy
 - 7.3 Privacy Policy
9. Failure to keep to the Rules may result in suspension of membership.

Acceptance of these rules is given by signature on the annual joining application/form



Calshot Youth Ski Club Privacy Policy

Summary of how we and SSE use your data

- Calshot Youth Ski Club uses your personal data to manage and administer your membership and your involvement with its teams and club, and to keep in contact with you for these purposes
- Some data is shared with SSE, who use your data to report to Sport England, voting rights for AGM and to help develop and manage Snowsports.
- Where we or the SSE rely on your consent, such as any consent we seek for email marketing, you can withdraw this consent at any time.
- Amongst the data we collect from you may be medical (including injury) information. We will hold this where you (or your parent) have given consent, so that we can ensure we are aware of your condition and can ensure you are supported appropriately.
- Where you work in a particular role within the game, you may be required to undergo a Disclosure & Barring Service check using the SSE DBS system. The result of this check will be input into your profile on the SSE data management system.

What does this policy cover?

This policy describes how Calshot Youth Ski Club (also referred to as “the Club”, “we” or “us”) will make use of the data we handle in relation to our members, including our use of Snowsport England club management system provided by Snowsport England (“SSE”).

It also describes your data protection rights, including a right to object to some of the processing which we carry out. More information about your rights, and how to exercise them, is set out in the “What rights do I have?” section.

What information do we collect?

We collect and process personal data from you or your parent when you join and when we carry out annual renewals of your membership. This includes:

- your name
- your gender,
- your date of birth,
- your home address, email address and phone number;
- your passport and NI details, where we have to check your eligibility or ability to work for us;
- your type of membership, or any key role you may have been allocated, such as Chair, Club Welfare Officer, Membership Secretary etc.;
- your marketing preferences, including any consents you have given us;
- your medical conditions or disability, where you provide this to us with your consent (or your parent’s consent) to ensure we are aware of any support we may need to provide to you.

What information do we receive from third parties?

Sometimes, we receive information about you from third parties. For example, if you are a child, we may be given information about you by your parents.

We may receive information relating to your existing registrations with other clubs. Additionally, for certain role holders or those working with children, we may receive information from the Disclosure and Barring Service and SSE on the status of any DBS check you have been required to take.

How do we use this information, and what is the legal basis for this use?

We process this personal data for the following purposes:

- To fulfil a contract, or take steps linked to a contract: this is relevant where you make a payment for your membership and any merchandise, or enter a competition. This includes:
 - taking payments;
 - communicating with you;
 - providing and arranging the delivery or other provision of products, prizes or services;
- As required by the Club to conduct our business and pursue our legitimate interests, in particular:
 - we will use your information to manage and administer your membership and your involvement with its teams and club, and to keep in contact with you for these purposes;
 - we will also use data to maintain records of our performances and history.
- Where you give us consent:
 - we will send you information by email about renewing your membership with the Club;
 - we may handle medical or disability information you or your parent provides to us, to ensure we support you appropriately;
 - on other occasions where we ask you for consent, we will use the data for the purpose which we explain at that time.
- For purposes which are required by law:
 - we maintain records such as health and safety records and accounting records in order to meet specific legal requirements;
 - we ensure, where you will work with children, that you have undergone an appropriate DBS check – this is also carried out with your consent.
 - where you hold a role at the Club requiring us to check your right to work, we may process information to meet our statutory duties;
 - we may respond to requests by government or law enforcement authorities conducting an investigation.

How does the SSE use any of my information?

- your name;
- your gender;
- your date of birth;
- your SSE ID (as assigned by SSE club management system);
- your home address, email address and phone number; and

- your type of membership, or any key role you may have been allocated, such as Chair, Club Welfare Officer, Membership Secretary etc.

SSE uses this information as follows:

- As required by SSE to conduct its business and pursue its legitimate interests, in particular:
 - communicating with you or about you where necessary to administer Snowsports in England,
 - administering and ensuring the eligibility of competitors, officials and others involved in English Snowsports – this may involve the receipt of limited amounts of sensitive data in relation to disabled competitors, or in relation to anti-doping matters;
 - maintaining records of the sport in England, in particular maintaining details of discipline and misconduct;
 - maintaining statistics and conducting analysis on the make-up of Snowsports participants;
 - ensuring compliance with the current SSE Rules and Regulations including those on the affiliation of clubs;
 - communicating with you to ask for your opinion on SSE initiatives.
- For purposes which are required by law:
 - SSE will ensure, where you will work with children and where this is required, that you have undergone an appropriate DBS check – this is also carried out with your consent.
 - SSE may respond to requests by government or law enforcement authorities conducting an investigation.

Withdrawing consent or otherwise objecting to direct marketing

Wherever we rely on your consent, you will always be able to withdraw that consent, although we may have other legal grounds for processing your data for other purposes, such as those set out above. In some cases, we are able to send you direct marketing without your consent, where we rely on our legitimate interests. You have an absolute right to opt-out of direct marketing, or profiling we carry out for direct marketing, at any time. You can do this by following the instructions in the communication where this is an electronic message, or by contacting us using the details set out below in the “**How do I get in touch with you or the SSE?**” section.

Who will we share this data with, where and when?

Some limited information may be shared with other stakeholders in Snowsports, such as other clubs, Constituent Bodies and Regional Associations, so that they can maintain appropriate records and assist us in organising matches competitions and administering the sport.

Personal data may be shared with government authorities and/or law enforcement officials if required for the purposes above, if mandated by law or if required for the legal protection of our or the SSE's legitimate interests in compliance with applicable laws.

What rights do I have?

You have the right to **ask us for a copy** of your personal data; to **correct, delete or restrict** (stop any active) processing of your personal data; and to **obtain the personal data you provide to us for a contract or with your consent in a structured, machine readable format**.

In addition, you can **object to the processing** of your personal data in some circumstances (in particular, where we don't have to process the data to meet a contractual or other legal requirement, or where we are using the data for direct marketing).

These **rights may be limited**, for example if fulfilling your request would reveal personal data about another person, or if you ask us to delete information which we are required by law to keep or have compelling legitimate interests in keeping.

You have the same rights for data held by the SSE for its own purposes on the club management system.

To exercise any of these rights, you can get in touch with us – or, as appropriate, SSE or its data protection officer – using the details set out below. If you have unresolved concerns, you have the **right to complain** to the Information Commissioner's Office.

Much of the information listed above must be provided on a mandatory basis so that we can make the appropriate legal checks and register you as required by SSE Rules and Regulations. We will inform you which information is mandatory when it is collected. Some information is optional.

How do I get in touch with you or SSE?

We hope that we can satisfy queries you may have about the way we process your data. If you have any concerns about how we process your data, you can get in touch at cyski@btinternet.com with GDPR request as the Subject.

If you have any concerns about how the SSE processes your data, you can get in touch at info@snowsportengland.org.uk or by writing to The Data Protection Officer, Sportpark, 3 Oakwood Drive, Loughborough, LE113QF.

How long will you retain my data?

We process the majority of your data for as long as you are an active member and for 6 years after this.

Where we process personal data in connection with performing a contract or for a Regional or National competition, we keep the data for 6 years from your last interaction with us.

We will retain information held to maintain statutory records in line with appropriate statutory requirements or guidance, and limited data indefinitely for historical purposes. .

The SSE will maintain records of DBS checks and the resulting outcomes and other disciplinary matters for such period as is set out in the SSE's privacy notice to be set out on www.Snowsportengland.org.uk

Records of your involvement in a particular competition, on results pages or in competition reports may be held indefinitely us (and by the SSE if competing in a Regional or National competition) in order to maintain a record of the sport.

Acknowledgement of this policy is given by signature on the annual joining application/form



Calshot Youth Ski Club Code of Conduct for General Members under 18

All members of Calshot Youth Ski Club agree to abide by the General Members Code of Conduct.

- ☐ I will arrive promptly for snowsport activities and allow enough time to be ready to start at the agreed time
- ☐ I will dress appropriately for the activity and weather conditions including long trousers, long sleeves, gloves and helmet for dry slope and as directed by my coach for snow
- ☐ I will show respect and courtesy to coaches and officials at all times and understand participation in snowsport is only possible due to the time volunteers give freely to help myself and other members
- ☐ I will try my best and listen to coaches and officials at all times
- ☐ I will show respect and courtesy to other snowsport participants at all times
- ☐ I will abide by the club rules
- ☐ I will not be involved in any bullying or practices that can be deemed as bullying
- ☐ I will not use the internet, phone or other electronic device to make remarks about other people involved in snowsport, or clubs, or anything related to snowsport that could be considered wrong or unkind
- ☐ I will report any concerns I have to my coach, Club Welfare Officer or my parents
- ☐ I will demonstrate sporting behaviour in all my activities and promote good sportsmanship, being modest in victory and gracious in defeat
- ☐ I understand that if I do not abide by the club rules I may be subject to disciplinary action

Acceptance of Calshot Youth Ski Club Code of Conduct is given by signature on the annual Club joining application form.



Calshot Youth Ski Club Anti-Bullying Policy

Calshot Youth Ski Club is committed to providing a caring, friendly and safe environment for our members. Bullying of any kind is unacceptable at our club. If bullying does occur, children and adults should report this and know it will be dealt with promptly, fairly and efficiently.

Bullying is the repetitive, intentional hurting of one person or group, by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or on line. It results in pain and distress to the victim and in some cases, results in the victim self-harming and even committing suicide.

- ☐ All forms of bullying should be reported – we encourage you to do so
- ☐ The club is committed to investigate and respond to any alleged incidents of bullying
- ☐ Everyone at the club has a responsibility to work together to stop bullying

Bullying can include:

- ☐ being deliberately unfriendly, excluding or ignoring someone, tormenting, hiding kit, name calling, spreading rumours, persistent teasing
- ☐ pushing, kicking, hitting, pinching
- ☐ racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people
- ☐ sexual comments, unwanted physical contact, suggestions or behaviour
- ☐ hurtful or unkind e mails, posting comments or pictures on social media

One-off incidents are not usually bullying, unless it is so significant as to cause long-term effects. Arguments or disagreements between peers happen and are not bullying if they have equally participated and there is no imbalance of power. Children can sometimes be hurtful to each other because of thoughtlessness, annoyance, poor boundaries etc without realising the impact.

All Calshot Youth Ski Club members will:

- ☐ Sign up to the relevant club Code of Conduct which includes a commitment not to bully others
- ☐ Treat others as you would like to be treated
- ☐ Report bullying to the Club Welfare Officer if you experience it, or witness it
- ☐ Acknowledge that bullies may be subject to the club Disciplinary Procedure

Calshot Youth Ski Club will:

- ☐ Ensure our Anti-bullying Policy is advertised
- ☐ Ensure all our staff recognise bullying and respond to allegations appropriately
- ☐ Deal with all allegations promptly, fairly and efficiently
- ☐ Listen carefully to the person reporting the bullying and support them
- ☐ Listen carefully to the person being bullied and support them
- ☐ Endeavour to support the bully and encourage them to stop
- ☐ Talk to the parents of the bully
- ☐ Talk to the parents of the person being bullied (unless it is not in the interests of the child to do so)
- ☐ Recognise that anyone can be bullied including children and adults
- ☐ Acknowledge that children with a disability, or from ethnic minorities, or who are lesbian, gay, bisexual or transsexual, or who are talented, or with learning difficulties are more vulnerable to abuse and are more likely to be targeted
- ☐ Provide Useful Contact numbers of support services, if requested

Acceptance of this policy is given by signature on the annual joining application/form



Calshot Youth Ski Club Social Media Policy

Calshot Youth Ski Club (hereafter referred to as the club) is committed to providing a caring, friendly and safe environment for all our members.

The purpose of this policy is to:

- ☐ Promote effective use of social media as part of our club activities with a coordinated approach and within agreed parameters
- ☐ Encourage good practice
- ☐ Protect children, coaches, officials and members and the club

This policy covers the use of club social media accounts, or the professional snowsport accounts of club members.

We request that club officials with personal social media accounts are mindful of who can view their profile and act accordingly. It is recommended personal accounts have privacy settings to prevent children and young people who are members of the club having access. In line with schools, club officials must not use their own personal social media account to communicate or be “friends” with any club member under the age of 18 unless they have a clear and transparent reason; for example they are related to them.

All coaches, officials, club members and guests will:

- ☐ Take responsibility for their own use of communication and interactive technologies, making sure they use new technologies safely, responsibly and legally
- ☐ Not use any communication device or service including social networking, to bring the club, its members or snowsport into disrepute
- ☐ Not use any communication device or service, including interactive services such as social net-working for inappropriate behaviour online within the context of snowsport including bullying or harassment of others in any form, defamation, obscene or abusive language, the uploading of material which is libellous, defamatory, obscene, illegal, shows nudity or is violent
- ☐ Not use the club name to promote or endorse any product, opinion, cause or political party. Stating the club endorses your personal opinion is prohibited
- ☐ Acknowledge any opinions expressed are expressed strictly in their individual capacity and not as a representative of the club
- ☐ Report any known misuses of communication and interactive technologies within the context of snowsport including unacceptable behaviour, inappropriate contact with children online and illegal content including sexual abuse/indecent images of children, to the Club Welfare Officer or Snowsport England Safeguarding Lead, according to club and SSE safeguarding policies and procedures
- ☐ Be aware that any report of the misuse of communication and interactive technologies within the context of snowsport will be investigated according to the club’s or Snowsport England’s disciplinary policy and procedures and may result in sanctions being enforced. Where suspected criminal activity has taken place, a report will be made to the police

- ☐ If aged under 18, ensure they do not ask a coach or other club official to be “friends” on social media.

If or when the club provides network access or communication devices all members and guests will:

- ☐ Protect passwords and personal network logins. Where available security settings should be set on mobile devices. Any attempts to access, corrupt or destroy other users’ data in any way using technology is unacceptable

In addition to the above; coaches, club officers and appointed volunteers will:

- ☐ Take responsibility for their professional reputation in the online environment, making sure they follow e-safety advice, adhere to privacy and safety settings and report any concerns in accordance with the club and Snowsport England’s policies and procedures.
- ☐ If they wish to use social media for snowsport purposes in their club, set up a specific account for this, keeping their personal life and comments separate from their professional work
- ☐ Ensure any comments on their professional account remain professional and are appropriate
- ☐ Not send private messages to individuals at the club who are under the age of 18
- ☐ Not ask for e mail addresses, mobile phone numbers or social networking profiles of junior members under the age of 18, or search for junior members on social networking services or search engines – club officials will have been given the details of those they need. The membership form enables parents to give consent or opt out of giving consent, for the e mail addresses and mobile phone numbers of their children to be used for club purposes whilst always copying the parent in (where this is possible), if the child is aged 16 or over.

Regarding the club social network site, (if or when the club provides this) all users will:

- ☐ Accept the club may remove any content on our social networking site/sites that could be considered inappropriate, illegal, obscene, defamatory, threatening, infringing upon intellectual property rights, invasive of privacy or otherwise injurious or objectionable

Our club Policy is commonly recognised as best practice in order to promote a safe and transparent online environment that protects children, members, the organisation and also your interests and reputation.

Any breach of this policy may result in disciplinary action.

Acknowledgement of this policy is given by signature on the annual joining application/form



Calshot Youth Ski Club Photographic Policy

- ☐ Calshot Youth Ski Club (hereafter called “The Club”) is keen to promote positive images of children involved in snowsport activities and is not preventing the use of photographic or video equipment either by club staff or parents
- ☐ The Club recognises the need to ensure the welfare and safety of all young people in snowsport
- ☐ The Club acknowledges that parents may wish to take photographs of their own children but asks that parents do not take photographs of other children without their consent and the consent of their parents
- ☐ The Club requires parents to consent to their child being videoed and photographed, when completing the membership form
- ☐ If parents are unable to consent to their child being photographed or videoed the club will make all reasonable attempts to exclude the child from photos and videos, but cannot guarantee this
- ☐ The Club recognises that it is almost impossible to prevent the taking of photographs and videos with mobile phones and small cameras but will endeavour to prevent photographs, videos or other images of young people being taken without the consent of the parents and children
- ☐ Parents should be aware that photographs and videos may be taken of children for promotional, publicity and coaching purposes and to celebrate snowsport at our club and by Snowsport England
- ☐ Parents should be aware that photographs and videos may be put onto our closed club Facebook page
- ☐ Where images of children are used by the club for publicity, promotion, celebration etc, the child's name will not also be used
- ☐ Where a child is named in an article, their photograph will not be used if this identifies them
- ☐ The Club will follow the Guidance on the Use of Photographic Equipment, which is available from the Club Welfare Officer or see **Snow Safe**, Snowsport England's Child Safeguarding Policy
- ☐ The Club will store and use photographs in line with the Data Protection Act 1998
- ☐ The Club will take all steps to ensure these images are used solely for the purposes they are intended. If you become aware that these images are being used inappropriately you should inform the Club Welfare Officer immediately
- ☐ If a child has concerns about images being taken they should report this immediately to the Club Welfare Officer or in his/her absence a coach

Consent to Calshot Youth Ski Club photographing or videoing your child is given by signature on the annual Club joining application form.



Calshot Youth Ski Club Code of Conduct and Ethics for Parents & Guests

Snowsport England and Calshot Youth Ski Club expects the highest standards of all young people and their families when participating in snowsport. Parents/carers/guardians (hereafter called parents) will:

- ☐ Respect the rights, dignity and worth of every person within the context of snowsport
- ☐ Not use inappropriate language or gestures, including foul, sexist, abusive, racist or prejudicial language or tolerate it from other members or guests
- ☐ Positively reinforce their child and show an interest in their snowsport activity
- ☐ Behave in a supportive manner towards other children in the club and other clubs their child comes into contact with
- ☐ Not place their child under pressure or push them into activities they do not want to do
- ☐ Deliver to, and collect their child punctually from coaching sessions
- ☐ Ensure their child is properly and adequately attired for the weather conditions of the time, including long trousers, long sleeves and gloves for dry slope
- ☐ Ensure that protective equipment is worn at ALL times including helmet and gloves
- ☐ Complete and return the Medical Consent form pertaining to their child's participation within the club
- ☐ Detail any health concerns pertaining to the child on the consent form, in particular breathing or chest conditions. Any changes in the state of the child's health should be reported to a member of the staff team prior to coaching sessions
- ☐ Inform a coach prior to departure from the slope if a child is to be collected early from a coaching session
- ☐ Encourage their child to abide by the rules and teach them that they can only do their best
- ☐ Behave responsibly when observing, and not embarrass their child.
- ☐ Be respectful towards coaches & officials, and challenge any concerns through the appropriate channels
- ☐ Be realistic and supportive
- ☐ Recognise good performance and not just results
- ☐ Ensure their child's hygiene and nutritional needs are met
- ☐ Accept the official's judgement
- ☐ Acknowledge the importance and role of the club coaches who provide their time for free to ensure member's participation in the club
- ☐ Promote their child's participation in snowsport for fun
- ☐ Abide by the **SnowSafe** Policy
- ☐ Report any safeguarding concerns to the Club Welfare Officer
- ☐ Not use the internet or social media to make derogatory remarks about other people involved in snowsport, or clubs, or anything related to snowsport that could be interpreted as wrong, unkind or that could bring the sport into disrepute

Parents have the right to:

- ☐ Know their child is safe & be informed of any problems or concerns
- ☐ Be informed if their child is injured
- ☐ Have their consent sought for issues such as trips

- ☐ Contribute to decisions within the club
- ☐ Complain if they have concerns about the standard of coaching
- ☐ Be told who the Club Welfare Officer is.

Any misdemeanours and breach of this code of conduct will be dealt with immediately by the Club Chair or Senior Instructor.

Persistent concerns or breaches will result in the parent being asked not to attend if their attendance is detrimental to their child's, or other children's welfare.

Acknowledgement of the Calshot Youth Ski Club Code of Conduct & Ethics for Parents & Guests is given by signature on the annual Club joining application form.