



# Conway Yacht Club

## Code of Conduct

Version	Date	Author	Change
1.0	01/03/2024	Steven Wotherspoon, Commodore	First draft
1.1	26/02/2025	Michael Leahy Captain of Sailing	Minor amendments
1.2	15/02/2026	Michael Leahy Captain of Sailing	Reviewed, no changes, redated

### Contents

Respect and Integrity .....	2
Safety and Welfare .....	2
Safeguarding.....	2
Inclusivity and diversity .....	2
Professionalism .....	2
Alcohol and Substance Use.....	3
Confidentiality .....	3
Responsibility for Equipment.....	3
Participation and Development .....	3
Complaints and Concerns.....	3



Conway Yacht Club being a limited company and having therefore greater accountability sets itself the highest standard of behaviour by all those involved with its work and outputs. It draws upon the policies and best practice of inter alia the RYA, British Rowing, and the Welsh Sea Rowing Association. This Code of Practice is applicable to all our members participating in CYC activities.

The points raised in this policy represent a broad code and aims to engender the right culture, both in terms of activity and, where there may be shortcomings, the need to report failings in a confident and secure manner. Training, mentoring, listening and learning are at the heart of delivering our sports of rowing and sailing in an inclusive and accessible way. In short, be kind and treat others as you would expect to be treated yourself. Sailing and Rowing are competitive and challenging but this does not excuse poor conduct and leadership.

## Respect and Integrity

All members of CYC shall treat each other with respect, fairness, and courtesy. Discrimination, harassment, bullying, or any form of disrespectful behaviour will not be tolerated.

## Safety and Welfare

The safety and welfare of participants are paramount. Members must adhere to all safety guidelines, follow proper procedures, and report any concerns regarding the well-being of others.

Compliance with rules and regulations established by the RYA and British Rowing, Sport England, Sport Wales and Welsh Sea Rowing, and other governing bodies, including the laws and regulations of the jurisdiction in which they are operating. This includes adherence to sailing and rowing rules, safety protocols, and any policies related to welfare.

## Safeguarding

CYC is committed to creating a safe and secure environment for all participants, especially children and vulnerable adults. Members must familiarise themselves with safeguarding policies in place and report any concerns to the designated safeguarding officer.

## Inclusivity and diversity

CYC values inclusivity and diversity. Members should actively promote an environment that is welcoming to individuals from all backgrounds, age and ability.

## Professionalism

Members are ambassadors for CYC. Conduct yourself professionally on and off the water, upholding the club's reputation. Any behaviour that brings our club into disrepute is strictly prohibited.



## Alcohol and Substance Use

The use of alcohol or illegal or proscribed substances that could impair judgment or compromise safety during afloat or ashore activities is strictly prohibited.

CYC commits to follow and support the RYA Sail Clean scheme

## Confidentiality

Members must respect the confidentiality of the club and our members' information.

## Responsibility for Equipment

Members are responsible for the proper use and care of CYC equipment. Any damage due to negligence or misconduct must be reported promptly.

## Participation and Development

Encourage fair competition, skill development, and the enjoyment of sailing and rowing for all members. Support fellow participants and contribute positively to all the overall experience of the waterborne community. This includes the well-being and Safety of the Student above the development of performance or delivery of training.

## Complaints and Concerns

Members are encouraged to report any concerns related to misconduct, breaches of this code of conduct, or other issues affecting the well-being of participants. They are to report through their respective club officers.

**By becoming a member of CYC, individuals agree to adhere to this Code of Conduct.**

**Non-compliance may result in administrative, disciplinary, or other action, including suspension or termination of membership as appropriate.**