

NEWHAVEN GIG ROWING CLUB

Club Commitment & Code of Conduct

Welcome to Newhaven Gig Rowing Club. We hope you will enjoy being a member of our Club and part of the rowing community in Sussex and beyond.

We aim to provide a safe, fun inclusive and pleasant rowing environment. For this reason, we ask every member to abide by our Club Commitment, which sets out what we expect of each other as members:

1. Respect each other; be kind; and make everyone feel welcomed and valued. We encourage each other to express views openly and politely and in turn to listen to the views of others. Respect committee decisions and abide by them. Respect coxes and coaches give their time and commitment freely.
2. Treat everyone fairly, regardless of differences in age, gender, ethnicity, disability, race, religion, sexuality, marital status, occupation or background.
3. Promote the positive aspects of rowing, especially the values of fair play and friendship, by supporting each other in the enjoyment of our sport, whether rowing for fun or to compete. We can all determine our own fitness goals and level of participation; and can ask members, coxes or coaches for support. No one should ever feel pressured by others to train or compete. Except and respect if a rowers circumstances change therefore affecting their commitment to race training.
4. Respect the time that others spend by making sure we arrive in good time for a row (this means arriving 15 mins before the row is due to start to help get the boat and ourselves ready and not cancelling our place on a row at short notice without good reason). We should make sure we are dressed appropriately for the weather we go out in (please ask for advice in advance from your cox if you're not sure what to wear or what to bring with you in the boat).
5. Display high standards in the way we communicate. This means using appropriate language and being friendly, respectful and professional towards others. No one should endure any kind of harassment, abuse, including verbal abuse; neither should anyone be subjected to humiliation, shame or insult. This applies to what we say in personal comments on social media, in group threads and chats such as WhatsApp or Messenger, and in official Club messages sent by email or posted online.
6. Be welcoming and neighbourly towards the clubs in our local rowing community. This means speaking positively about other clubs and their members and helping each other out.
7. Take excellent care of our boats, oars, lifejackets, trailers and any other Club equipment we use (contact the Club's Health & Safety Officer if you have any concerns about our equipment or see anything that doesn't look safe). Please take time to report any damage to our Health and Safety Officer. If and when we are able, we should all play a part in helping with boat and equipment maintenance from time to time.
8. Accept responsibility for our actions. This means owning our mistakes and being graceful about the mistakes of others. Report to our welfare officer if you have any concerns
9. Be an ambassador for our Club and promote the benefits of membership both to current and prospective members. If there is a problem, tell the welfare officer, a Cox or committee member and then they can help to resolve it.

10. Any breach of the above guidance there will be a verbal warning given by the clubs Welfare officer if this fails to resolve the issue it will go to a written warning, given by the committee and trustees. If a member commits gross misconduct this will escalate to a final warning and dismissal from the club.

NGRC Club Commitment, version 1.0, March 2020

In addition to the above, the trustees, committee members, coxes and coaches of our Club commit to:

1. Consider the welfare and safety of everyone when organising and taking part in our sport.
2. Adhere to the guidelines of our sport as set out by the CPGA (including health & safety, sea safety, racing rules and general rules) and by British Rowing. All trustees, coxes, coaches and committee members have completed safeguarding, duty of care courses online and continue their professional development regularly.
3. Set a good example and be a role model for others. This means maintaining composure at all times and not shouting or ridiculing rowers. When racing it means accepting the umpire's decision and adhering to guidance from organisers, officials and safety boats.
4. Give quality coaching and instruction from appropriately qualified individuals and provide members with guidance and support to help everyone to enjoy our sport.

If there is a problem, or you have a complaint or wish to raise an issue about the Club, its members or the way things are run, please see the Complaints Procedure on our website. Please note that if you are specifically concerned about the welfare of wellbeing of a member of NGRC, you should contact the Club's Welfare Officer (or in their absence, the Chair) to discuss your concerns in confidence. Contact: welfare@ngrc.co.uk

Our Club Commitment reflects the codes of conduct promoted by the CPGA and British Rowing to encourage social and competitive rowing in Cornish pilot gigs. Please click below to read their Codes of Conduct:

CPGA:

[Click here to read the Code of Conduct from the Cornish Pilot Gig Association \(CPGA\)](#)

British Rowing:

[Click here to read the Code of Conduct from British Rowing](#)

