



Code of Conduct and Ethics

1. All members and employees of Pentathlon GB must conform to the requirements of this Code. Its basic principle is that the underlying ethical considerations are integral, and not optional elements, of all our activity, policy and management, and apply to all levels of ability and commitment, including recreational as well as competitive sport.
The policy enshrines the UN Convention on the Rights of the Child to incorporate the full range of human rights—civil, cultural, economic, political and social rights. It recognizes that children are particularly vulnerable and need protection.
2. In dealings with and by Pentathlon GB individuals must:
 - (1) Act with honesty and integrity.
 - (2) Not abuse any position or exploit the vulnerability or lack of knowledge of others.
 - (3) Avoid conflicts of interest and declare any relevant personal or professional interests.
 - (4) Not to ask for, offer or accept gifts, rewards or hospitality that may affect, or be seen to affect, any professional judgement.
 - (5) Be accurate and impartial when providing information.
 - (6) Not to mislead or make unjustifiable claims.
 - (7) Comply with legal and professional requirements, accepted guidance on good practice and generally accepted standards of personal conduct.
 - (8) Keep to commitments, agreements and arrangements.
 - (9) Respond honestly, openly and politely to complaints and criticism.
 - (10) Promptly tell Pentathlon GB and if appropriate any relevant authorities about misconduct.
 - (11) Not unjustifiably discriminate, ensuring that personal views about lifestyle, religion or belief, race, gender reassignment, identity, sex and sexual orientation, age, disability, marital status or any other factors, do not affect dealings with others.
 - (12) Recognise diversity and respect people's cultural differences and their right to hold their personal values and beliefs. That Children have the same general human rights as adults and have the right to develop their full potential, free from hunger and want, neglect and abuse.
 - (13) Take steps to prevent accidental disclosure or unauthorised access to confidential information.

(14) Behave in a way which sets a good example and presents a positive role model for children and young people; not in any way to reward, to demonstrate

personally, nor to condone in others unfair play and to take appropriate sanctions against poor behaviour.

(15) Ensure that their own level of training and qualification is appropriate to the needs of the child as they move through different stages of sporting commitment.

Fair play

3. Fair play is more than playing within the rules. It incorporates concepts of friendship, respect for others and always playing in the right spirit. Fair play is a way of thinking, not simply a way of behaving. It is concerned with the elimination of cheating, gamesmanship, doping, violence (physical or verbal), sexual harassment, abuse of young people, exploitation, unequal opportunities, excessive commercialisation and corruption.

4. Fair play must be given the highest priority by all those who, directly or indirectly, influence and promote sporting experiences for children and young people.

5. In setting a proper context for Fair Play we will not tolerate unethical behaviour. At all levels of participation and involvement, consistent and appropriate incentives and/or sanctions will be applied.

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