

Furnivall Sculling Club

Members Code of Conduct

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1. This code of conduct is issued by Furnivall Sculling Club ("FSC" or "the Club") in support of our commitment to protect the values and integrity of rowing, aligned to the Code of Conduct issued by British Rowing, our governing body.
2. This Code of Conduct applies to all members of Furnivall Sculling Club, including all coaches, coxes, private rack holders and all volunteers. Additional standards of conduct for specific groups of members, such as coaches, may be issued where relevant.
3. FSC is committed to providing a welcoming, inclusive, and safe environment for all its members so that they can participate in rowing in a secure and enjoyable atmosphere. This means that regardless of age, disability, gender identity or reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic or national origin, religion or belief, sex, and sexual orientation, the Club allows everyone an equal chance to participate and the opportunity to progress if they so choose.
4. Bullying, harassment, racism, homophobia, transphobia or any other kind of discrimination, whether physical, mental, verbal or digital, of any kind is not tolerated at FSC. We strongly encourage all members to report any such incidents, and raise any concerns they may have about the behaviour of a Club member(s) towards another Club member(s) to the Club Welfare Officer (Welfare@Furnivall.org) or a member of the Management Committee.
5. We expect all members to respect their fellow members, fellow river users, and the natural environment we row in and, of course, to enjoy our sport. All Club members must:
 - be familiar with and adhere to the letter & spirit of the [British Rowing Code of Conduct](#) & [RowSafe](#);
 - act in a sportsmanlike way during training and competition;
 - treat with respect other Club members, members of the public, competitors, coaches, other water users of all kinds and officials of clubs, competitions and events;
 - not discriminate in any way against other members, including deliberately excluding members (either in the boat or out), saying unkind and hurtful things, spreading rumours and criticising people to others including via social media;
 - not threaten others or engage in acts of physical, verbal or mental abuse, including the use of intimidating language or behaviour, including online;
 - avoid any kind of inappropriate relationships between rowers and their coaches;
 - attend all agreed outings on time (except in the case of illness or emergency), inform the relevant person if they are going to be late or absent and, if the latter, make every effort to find a replacement for themselves; and
 - always bear in mind that they represent both Furnivall Sculling Club and the sport of rowing and avoid bringing both the Club and the sport into disrepute.
6. The Club is a primarily volunteer-run organisation and members are expected to contribute to its day-to-day running. Members must endeavour to volunteer at as many Club events as possible throughout the year (suggested minimum two). Club events include the Boat Race, Learn to Row and Head Races. In addition, members must participate in the maintenance of the Club's equipment, such as boats, and the Club premises.

7. The Club will generally be accessible seven days a week between 6 am and 11 pm. Members wishing to use Club boats are only permitted to do so at the designated squad session times agreed by the Captain and Rowing Committee. Access outside these times can be made by special arrangement with the Captain or Squad Captains. Members must check the Boat Schedule and boat booking system before using any Club boats. Use of Club boats is at the discretion of the Captain and generally racing crews will be given priority. **Note:** *Under no circumstances must a privately owned boat be used or tampered with without the owner's express permission.*
8. The Bar may only be opened and closed by a member of the FSC Management or Rowing Committee, or under their personal supervision. The bar can be operated by members of the Club, under the supervision of an aforementioned Committee Member. The Bar must be run in adherence to the licensing conditions and bar rules.
9. Members must select suitable boats and blades for their outings. They must consider the designed weight of the shell for the crew and the experience of the crew and steersperson. Members must also observe the boat grading system as described in the Boat Schedule.
10. Only members named on the Club's Approved Steerers List as defined in the Club's Steering Sign Off Policy may steer a boat unaccompanied. Non-approved steerers are permitted to steer Club boats to gain experience provided they remain within sight and earshot of an approved steerer who has agreed to remain with them for the entire outing. All members must make themselves aware of their steering sign-off level and the Club boating guidelines and attend a safety briefing annually. All members must adhere to the rules set out in the Steering Sign Off Policy and Safety Plan.
11. Safety considerations are paramount. Any member going afloat must have 'assessed the risks' and taken all appropriate measures to ensure that they are safe to cope with the prevailing conditions. Coxless boats must stay in groups of at least two after sunset and before sunrise (buddy system)*. All members must make themselves aware of the Club Safety Rules, Safety Plan, and Emergency Response Plan and adhere to all rules set out therein, including for gym use. Accidents must be reported immediately by email to the Safety Officer and Captain and an incident report must be filed on the British Rowing online incident reporting system (including for capsizes and land training).
12. Good care must be taken of all equipment. All boats must be cleaned after every outing. Any damage must be reported to the Captain and Boat Repairs Manager immediately and written up on the damage board. If necessary an "out of service" sign must be attached to the boat. Please also report general wear and tear. Any questions regarding boat care or repairs should be addressed to the Captains or Boat Repairs Manager (boats@furnivall.org).
13. Members must keep the boathouse clean, tidy and safe, keeping security in mind at all times. When left unattended, the boathouse doors must be bolted closed. The last member out must lock up.
14. All members are responsible for their own regatta fees and travelling expenses.
15. Any expenses incurred on behalf of the Club must have been expressly approved or requested in advance by a member of the Management Committee, and can only be reimbursed on submission of a receipt or invoice.
16. Private boat racks may be available on application to the Captain and approval by the Committee. Private boats must be insured and carry an FSC boat code. This is the responsibility of the owner. Private blades must be marked with the owner's name.
17. Any breaches of this Code of Conduct will be investigated fairly and transparently. Any serious breaches will be reviewed in accordance with the FSC Constitution sections 35 and 36 respectively, with the Committee of FSC reserving the right to expel members in the most serious of breaches, or make any other proportionate reprimands the Management Committee deem appropriate.

*Unless specifically agreed with the Captain or Safety Officer