



CODE OF CONDUCT

Version 2.0

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1. Introduction and Definitions

What is the Code of Conduct?

- 1.1. This England Squash Code of Conduct outlines the standards of conduct expected, at all times, from all individuals in any role within squash in England.
- 1.2. As the National Governing Body, England Squash is responsible for setting the standards and values that apply at every level. This Code encapsulates all of the sporting, moral and ethical principles that squash represents.
- 1.3. We believe squash is a sport for all, that anyone can enjoy however they choose to participate – as a player, coach, match official, volunteer, parent or spectator.

Does the Code apply to me?

- 1.4. If you participate or are otherwise involved at any level in the game, then this Code applies to you.
- 1.5. Although England Squash is responsible for setting the standards of conduct which are detailed in this Code, everyone involved in squash has a responsibility to promote the sport, making sure that there is equal access and opportunity for all and that fairness and respect is upheld.
- 1.6. This Code allows England Squash to uphold the values and highest standards of integrity that we all believe in as a sport and provides a mechanism to deal with any breaches of the Code in a consistent manner.
- 1.7. Note that for the purposes of this Code, and in conjunction with the criteria for membership of England Squash, references to a “child” or “children” are a reference to an individual who is 18 years of age or younger.

2. Universal Conduct Obligations

- 2.1. This section of the Code applies to all involved with the sport of squash in England.
- 2.2. All such individuals or organisations must:
 - 2.2.1. observe a spirit of fair play by respecting all others and recognising the value of squash in the lives of the squash community;
 - 2.2.2. respect referees, officials, coaches, players, spectators and other individuals involved with squash in England;
 - 2.2.3. take all reasonable measures to protect their own safety and the safety of others on and around the court;
 - 2.2.4. not do or say anything which brings England Squash, any of its members, or the sport itself into disrepute;
 - 2.2.5. not make inappropriate and deliberate physical contact with, or use any threatening or intimidating behaviour against, any other participant;

- 2.2.6. not use sexist, abusive, racist, insulting, discriminatory or prejudicial language or gestures against any other participant;
- 2.2.7. treat everyone equally regardless of ability, age, disability, gender identity, marriage or civil partnership status, maternity or pregnancy status, race (including ethnic origin, nationality and colour), religion or beliefs and sex, social status or sexual orientation;
- 2.2.8. it is a disciplinary offence for any person under our jurisdiction to:
 - a) fail or refuse (without compelling justification) to cooperate with any Code compliant anti-doping investigation or proceedings
 - b) commit an act of misconduct related to anti-doping which does not amount to an anti-doping rule violation;

Appropriate action will be taken where necessary;

- 2.2.9. comply with all other applicable England Squash rules, policies and procedures.

3. Additional Player Conduct Obligations

3.1. This section of the Code sets out additional conduct obligations and on court regulations, sanctions and penalty points which apply to all players involved in squash in England.

3.2. All players will, at all times:

- 3.2.1. set a positive example for others, particularly children and spectators;
- 3.2.2. play within the rules of the game as published by the World Squash Federation and respect the decisions of referees and other match officials without complaint;
- 3.2.3. refrain from ridiculing or shouting at match officials, spectators or other players;
- 3.2.4. comply with any applicable clothing rules and regulations including, but not limited to, the use of protective eyewear.
- 3.2.5. wear eye protection if they are under 19 years of age.

3.3 *Player Conduct Disciplinary Incidents and Resulting Sanctions*

3.3.1 The Rules of Squash outline the powers available to any referee for dealing with on court offences by players. Where breaches of the rules are identified and provided that the referee is England Squash qualified, the referee must submit a report to England Squash within five working days of the offence. The awarding of a Code of Conduct Penalty (stroke, game or match) will attract penalty points as set out below in 3.3.3.

3.3.2 The accumulation of Code of Conduct penalties following the submission of an official report form will result in an automatic ban as set out in 3.3.6.1. Additional penalties may also be imposed.

3.3.3 A player will accumulate penalty points for each conduct offence:

Conduct Stroke Awarded = 1 penalty point for each conduct stroke. There is no sanction for a warning.

Conduct Game Awarded = 3 penalty points for each conduct game.

- 3.3.4 There is no penalty provision for the award of a conduct match against a player as this would automatically be escalated in accordance with England Squash Complaints & Disciplinary flowchart.

- 3.3.5 All infringements occurring during a match shall be used for the purpose of points accumulation.
- 3.3.6 A player will invoke an automatic ban as set out below for reaching the following penalty point levels in any 12 month period:
1. Accumulation of 3 - 5 points during any 12 month period = 4 week ban.
 2. Accumulation of 6 points or more during any 12 month period shall automatically be escalated in accordance with the England Squash Complaints & Disciplinary flowchart and to the associated committee.
 3. Points remain active for a 12 month period.
 4. A ban would prohibit a player from competing in any England Squash Sanctioned Event or Metropolitan / County League during the period concerned.
 5. Any bans commence on the third Monday after the details of the conduct offence are received by the England Squash office. However, all periods of bans will fall within the months of October – April and may be carried over if necessary.
- 3.3.7 England Squash will collate the information relating to conduct offences (against which there is no right of appeal unless new evidence is provided), and inform the offending player when a ban is imposed. An appeal will only be heard by England Squash if it relates to an administrative or procedural error.
- 3.3.8 Incidents that occur and involve players operating in and at World and European events will be ratified through the ESF Code of Conduct documentation where their sanctions and regulations will set precedence. England Squash retains the right to deliver further sanctions through the internal Complaints & Disciplinary Procedure and England Squash Code of Conduct documentation if it is believed necessary.
4. Additional Conduct Obligations: Clubs, Associations and Leagues
- 4.1. This section of the Code sets out additional conduct obligations which apply to all clubs, associations, leagues and any representatives or employees at any of those organisations, all of whom have an essential role in upholding and implementing this Code. These individuals and organisations should be:
- 4.1.1. advocates of equality, fair play and safety in the practice and the administration of squash;
 - 4.1.2. supporters of this Code and communicators of it to their members;
 - 4.1.3. influential in driving squash forward as a sport; and
 - 4.1.4. Open and inclusive in the recruitment of individuals to work within their organisations (in either paid or unpaid roles).
- 4.2. All such individuals and bodies will, at all times:

- 4.2.1. participate within the rules and regulations of the game;
 - 4.2.2. be honest, consistent, objective, impartial and courteous when applying the rules of the game;
 - 4.2.3. show patience and understanding towards players who may be learning the game;
 - 4.2.4. never publicly express any criticism of referees or other match officials;
 - 4.2.5. ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the players;
 - 4.2.6. have the players' best interests at heart at all times;
 - 4.2.7. ensure that activities carried out by players are suitable for their age, strength, maturity and ability;
 - 4.2.8. ensure the wellbeing and safety of all individuals involved with squash above all other considerations;
 - 4.2.9. have a working knowledge of all procedures and policies in force at the relevant organisation;
 - 4.2.10. ensure that all individuals involved with squash within the relevant organisation are aware of their responsibilities outlined in this Code;
 - 4.2.11. ensure that when any individual involved with squash within the relevant organisation is in a position of authority, this privilege will not be used to exert influence over others to gain personal benefit for themselves or any other connected party;
 - 4.2.12. set and uphold the standards of a professional working relationship between themselves and any individuals, particularly when that individual is a child or a vulnerable adult;
 - 4.2.13. where appropriate, ensure that they are suitably insured for their activities including third party insurance and employer's liability insurance.
5. Code of Conduct: Coaches
- 5.1. This section of the Code applies to all coaches or any other individual with a delivery, performance or education role within squash in England.
 - 5.2. All such individuals involved in squash will, at all times:
 - 5.2.1. ensure that players under their supervision meet the standards of respect for individuals involved with squash in England as required by the generic element of this Code;
 - 5.2.2. ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the players;

- 5.2.3. have the players' best interests at heart at all times;
- 5.2.4. report any concerns in relation to a child or a vulnerable adult following the reporting procedures of England Squash in the Safeguarding and Protecting Young People Policy and Safeguarding and Protecting Vulnerable Adults Policy.
- 5.2.5. obtain, and maintain, all appropriate qualifications relating to coaching and safeguarding including an up to date Disclosure and Barring Service approval;
- 5.2.6. obtain, and maintain, a valid First Aid / Emergency Aid Certificate or ensure that appropriate first aid is available at all times;
- 5.2.7. where appropriate, ensure that they are suitably insured for their activities including third party insurance or employer's liability insurance;
- 5.2.8. ensure that activities carried out by players are appropriately supervised on and off the courts and are suitable for their age, strength, maturity and the ability of each individual player;
- 5.2.9. refrain from the public criticism of another coach and do not under any circumstances solicit business away from another coach or club;
- 5.2.10. ensure that any advertising is accurate and obtain appropriate permission to advertise from the relevant clubs and other coaches working at that club;
- 5.2.11. ensure that the relevant permissions and consent forms are in place for any participant to partake in their activity, adhering to GDPR legislation and guidance on the holding of data;
- 5.2.12. ensure the wellbeing and safety of each player above all other considerations, including the development of performance;
- 5.2.13. ensure that all equipment and facilities meet all appropriate safety standards and have an understanding of all relevant operating procedures and relevant risk assessment criteria regarding the particular facility being used;
- 5.2.14. ensure that any child or vulnerable adult operating in a coaching capacity is doing so under the supervision of a suitably qualified and insured adult coach;
- 5.2.15. communicate and co-operate with medical practitioners in the diagnosis, treatment and management of any player's physical and / or mental health issues;
- 5.2.16. ensure that all players are aware of their responsibilities under this Code and never condone behaviour that contravenes this Code;
- 5.2.17. Realise their responsibilities as role models and set positive examples for others, particularly children, parents and spectators;
- 5.2.18. never cause any individual to lose self-esteem by embarrassing, humiliating or undermining them;

- 5.2.19. ensure that when in a position of authority this privilege will not be used to exert influence over other individuals to gain personal benefit for themselves or any other connected party;
 - 5.2.20. set and uphold the boundaries between a professional working relationship and friendship between themselves and players when in a position of trust especially where the player is a child or a vulnerable adult;
 - 5.2.21. never engage in any form of inappropriate personal or sexual relationship with a player;
 - 5.2.22. only engage in one on one coaching sessions with a child with parental consent and where the space is visible to other persons/parents/working CCTV present (whether a school hall, court/ changing room). Coaches will also adhere to transportation guidance when sharing lifts with participants.
6. Code of Conduct: Spectators, Parents and Guardians
- 6.1. This section of the Code applies to all spectators, parents and guardians involved in squash in England.
 - 6.2. Although the emphasis of this part of the Code is on children, this part is not intended to be exclusive to their activity – it is recognised that spectators, parents and guardians will also be present at adult matches.
 - 6.3. Parents and Guardians have a responsibility at all times to encourage all players to settle disagreements amicably without resorting to hostility or violence and support all efforts to remove bad or abusive language and unsporting behaviour. Parents and Guardians may also remind players that any breach of expected behaviours (see section 2 – Universal Conduct Obligations) is likely to invoke disciplinary action and penalties.
 - 6.4. All such individuals involved in squash will, at all times:
 - 6.4.1. respect the decisions of officials and teach children to do the same;
 - 6.4.2. focus on the efforts and enjoyment of children rather than winning or losing;
 - 6.4.3. never ridicule or admonish a child for making a mistake or losing a match;
 - 6.4.4. teach children that honest effort and teamwork are as important as victory or individual performances;
 - 6.4.5. appreciate good performances and skilful play by all players;
 - 6.4.6. show an appreciation for volunteer coaches and administrators;
 - 6.4.7. inform any coach or other appropriate individual of any new or changed injury, health or welfare issue which a parent considers is appropriate for that individual to know about their child.

7. Code of Conduct: Referees and Officials
 - 7.1. This section of the Code applies to all referees and other match officials involved in squash in England. Incidents that occur and involve players operating in and at World and European events will be ratified through the ESF Code of Conduct documentation where their sanctions and regulations will set precedence.
 - 7.2. All such individuals involved in squash will, at all times:
 - 7.2.1. encourage all players to play within the rules
 - 7.2.2. be honest, consistent, objective, impartial and courteous when applying the rules of the game;
 - 7.2.3. show patience and understanding towards those who may be learning the game;
 - 7.2.4. never publicly express any criticism of other referees or officials;
 - 7.2.5. have a current England Squash and / or World Squash accreditation or registration appropriate to the nature of the activity being officiated;
8. Breaches of this Code
 - 8.1. It is important that any behaviour that amounts to a breach of this Code is dealt with quickly and appropriately.
 - 8.2. Any alleged breach of this Code should be set out in writing and sent to the relevant club, association, county or league in which the alleged breach took place for handling in accordance with the relevant body's complaints and disciplinary procedures. Any appeal should also be provided for, and dealt with, by the relevant club, association, county or league. There is no provision for an appeal to England Squash where the relevant club, association, county or league have jurisdiction over the alleged breach.
 - 8.3. However, in the event, that the relevant issue cannot be dealt with at a local level because the subject matter relates to an area within the sole jurisdiction of England Squash, an alleged breach of this Code should be set out in writing and sent to England Squash in accordance with relevant England Squash policy and procedure.
 - 8.4. Any alleged breach of the Code within the sole jurisdiction of England Squash that does not appear to fit within any specific England Squash policy should be dealt with in accordance with the internal Complaints & Disciplinary Procedure. Process is set out on the Complaints & Disciplinary flowchart.
 - 8.5. Copies of rules, policies, procedures and flowcharts are available on www.englandsquash.com.