



ENGLISH SUBBUTEO ASSOCIATION

CODE OF CONDUCT

1. Introduction

This Code of Conduct applies to all participants in events held under the auspices of the English Subbuteo Association (ESA). The term 'participant' includes all ESA members and non-members who play in ESA events (e.g. members of other national associations).

2. Playing

At ESA events all participants must, during all matches and at all times while within the event venue, conduct themselves in a responsible and appropriate manner. Specifically, each participant must:

- be ready to play at the times appointed in the event schedule or as instructed by the event organiser;
- not refuse to play, or offer spurious reasons for failing to play at scheduled times;
- use equipment that meets the FISTF specifications;
- use his or her best efforts to win each match;
- complete each match unless there is a justifiable reason for not doing so;
- not use an audible obscenity or make an obscene gesture of any kind;
- not at any time verbally abuse any opponent, referee, event official or other person (including accusations of cheating);
- not present for a match under the influence of drink or drugs;
- not at any time physically abuse any opponent, referee, event official or other person;
- not act violently, dangerously or in anger, hit, kick or throw game equipment or other articles;
- conduct themselves in a sportsmanlike manner at all times with due regard to the authority of officials and the rights of opponents, spectators and other persons.

Additionally, where participants represent a club or international team in a tournament they must:

- make arrangements to travel to the tournament so as to be available for all playing and refereeing obligations and opening/closing ceremonies;
- wear sporting kit as required under tournament rules or by team management;
- represent their club or country in a dignified manner;
- behave appropriately outside of the venue so as to avoid bringing the club, country or sport into disrepute.

In accordance with the rules of the game, participants may be sanctioned by the referee for breaches of the above Code that occur during matches. More serious offences or repetition of less serious offences will be referred to the ESA for resolution under the Disciplinary Policy.

Participants who believe themselves to be unfairly treated by referring decisions should seek resolution from the head referee or the event organiser. If a player is unhappy with the outcome he or she may refer the matter to the ESA for resolution under the Grievance Policy.

Participants who believe themselves to be unfairly sanctioned for breaches of this Code of Conduct may refer the matter to the ESA for resolution under the Grievance Policy.



ENGLISH SUBBUTEO ASSOCIATION

3. Refereeing

All participants are also required to referee matches. Although many participants do not enjoy this role, it is essential for the enjoyment of other players and the efficient and fair operation of events. When participants are required to referee they must:

- be ready to referee at the times appointed in the event schedule or as instructed by the event organiser;
- not refuse to referee, or offer spurious reasons for failing to do so;
- be attentive to the match and use their best efforts to referee the match in accordance with the rules of the sport;
- seek guidance from the head referee or tournament organiser on uncertain or disputed matters;
- act impartially between each player;
- not engage in arguments with players, officials or spectators;
- not present for a match under the influence of drink or drugs;
- conduct themselves in a sportsmanlike and responsible manner at all times with due regard to the rules and the rights of players.

Any sanctions issued to players under this Code of Conduct must be made known to the head referee or event organiser. Where requested by the head referee or tournament organiser referees must provide a written statement of relevant matters in support of a referral to the ESA under the Disciplinary Policy.

Referees who are unhappy with the resolution by the head referee or event organiser of disputes under the Code of Conduct may refer the matter to the ESA under the Grievance Policy.

4. Relationships with children and vulnerable adults

The ESA supports diversity and inclusion in our sport and actively encourages the participation of children and vulnerable adults. Children are those under the age of 18. Vulnerable adults are those aged eighteen years or over who are, or may be, in need of community care services by reason of disability, age or illness, and are, or may be, unable to take care of, or unable to protect, themselves against abuse or neglect.



ENGLISH SUBBUTEO ASSOCIATION

Relationships with children and vulnerable adults are governed by the ESA's Safeguarding Policy. Participants who coach, organise, play against or referee any child or vulnerable adult must:

- treat them with respect and engage appropriately and responsibly;
- be encouraging and supportive at all times;
- avoid being alone with a child or vulnerable adult unless unavoidable or where you have explicit permission of the parent or guardian;
- not transport a child to a different location (e.g. for a tournament) without the express written permission of the parent or guardian;
- not engage on social media with the child or vulnerable adult;
- not engage with the child or vulnerable adult in any way that may be construed as 'grooming';
- If a child opens up to you about a topic that may be a safeguarding concern, listen carefully and encourage the child to talk but never agree to 'keep it to yourself' – tell the child that you may have to tell others if it is important;
- report any concerns you have about the wellbeing of any child or vulnerable adult to the club organiser or event organiser (as appropriate) and also to the ESA Welfare Officer, Tim Bowen on 07565 545191 or tim.bowen@informationfocus.co.uk;
- report risk of significant harm immediately to the children's social care team at the relevant local council (contact details can be found via www.gov.uk/report-child-abuse-to-local-council); if you think the child or vulnerable adult requires immediate protection call 999.