



Code of Conduct



Introduction

At Mountaineering Scotland, our mission is to safeguard the future of hill walking, climbing, and mountaineering, allowing individuals to experience adventure today and for generations to follow.

From rugged peaks to coastal cliffs, Mountaineering Scotland works diligently to preserve and restore our natural landscapes, partners with others to maintain open access for all, and offer competitive opportunities for anyone who wishes to participate, as well as nurture budding talent into future Olympic champions.

We are firm believers in the liberating power of adventure and are committed to making it accessible to everyone. We embrace challenges in all their forms, whether it's participating, or excelling at the highest level. We believe that embracing challenges enriches lives, fosters mental and physical well-being, and unites our community. Our goal is to inspire as many people as possible to join us in enjoying these exhilarating activities and sports.

Mountaineering Scotland actively supports clubs, community groups, and climbing walls to foster grassroots involvement, provide opportunities for participation, disseminate essential knowledge, and ensure that our sport is inclusive, safe, and welcoming.

As part of ensuring that we establish welcoming, secure, and supportive settings, Mountaineering Scotland has developed Codes of Conduct, with support from BMC, that are applicable to all individuals engaged in competition climbing events or attending our events. This includes athletes, participants, instructors, coaches, officials, judges, administrators, route setters, parents/guardians, spectators, and volunteers. We request that everyone adheres to our Codes of Conduct when participating in, attending, or discussing on social media any Mountaineering Scotland/ClimbScotland event or activity.

Examples of Mountaineering Scotland events comprise, but are not limited to, YCS competitions (Regional rounds) and Scotland National or Development Squad camps, academies, training or any event delivered by Mountaineering Scotland/ClimbScotland.

The Codes have been created with the aim of proactively assisting and guiding members and other participants towards the desired conduct. As a result, we hope that the sanctions for violating the Codes of Conduct, detailed at the end of this document, will not be necessary.

The Codes of Conduct embody Mountaineering Scotland's core principles, as outlined in our Strategic Framework:

Vision - To be knowledgeable and inspiring, encouraging people to enjoy the benefits of walking, climbing and ski touring in Scotland's special landscape.

Values

- We are forward-thinking and innovative
- We are relevant to our current and future members
- We are friendly, inclusive and willing to collaborate with others to deliver our aims
- We are professional and a trustworthy source of information and advice

General Code of Conduct

This General Code of Conduct applies to all individuals attending our events, which includes members of Mountaineering Scotland, staff, athletes, participants, instructors, coaches, officials, judges, administrators, route setters, parents/guardians, spectators, and volunteers.

- Respect the natural outdoor environment and minimise the environmental impact of their activities.
- Promote the positive aspects of the sport (e.g. mental and physical health benefits, risk management and fair play).
- Encourage participants to enjoy and value their performance and not just the outcome).
- Be a positive role model for the activity you are volunteering or participating in.
- Respect the rights, dignities and worth of everyone.
- Encourage two-way communication with all, fostering a pleasant, respectful and friendly atmosphere.
- Take care of your own health and safety and that of others who may be affected by your actions or omissions whilst volunteering or participating in our events/programmes.
- Do not use illegal drugs at our events within and only smoke/vape or consume alcohol if old enough to legally do so and in designated areas.
- Ensure appropriate use of social media/digital communication in line the Mountaineering Scotland policy/guidelines.
- Ensure all policies, guidelines and best practice laid down by Mountaineering Scotland are followed.
- Always report concerns you have about safeguarding, bullying, harassment and discrimination or breach of any applicable policy.
- Work together collaboratively to deliver our strategic aims and, in doing so, benefit the wider public.
- Respect the need for confidentiality whenever you have access to privileged information, including, but not limited to, Committee papers and matters of a personal nature.

- Promote, maintain and uphold the reputation of the Mountaineering Scotland and mountaineering at all times. If you disagree with the opinion or decision of the Mountaineering Scotland or person e.g. a competition judge, raise the issue through the appropriate channels rather than question their judgement and honesty in public.
- Cooperate fully with the Mountaineering Scotland and other relevant authorities when requested to provide any evidence or other information and make a written statement in connection with any investigation by the Mountaineering Scotland or other authority.

Code of Conduct for Coaches and Route Setters

In addition to the Mountaineering Scotland's General Code of Conduct, the additional standards of conduct are expected to be met by all coaches working (either in a paid or voluntary capacity) at any of our events.

- Always consider the wellbeing and safety of participants as paramount.
- Promote the concept of a balanced lifestyle, supporting the health and well-being of all, in both the sport and in life.
- Follow the advice or guidance given by a physician (or other medically qualified specialist) in determining when an injured or ill (including mental ill health) athlete/climber is ready to recommence training or competition.
- Develop an appropriate working relationship with participants based on mutual trust and respect.
- Never assume responsibility for any role for which you are not qualified, prepared for, or that is beyond the scope of your expertise.
- Never abuse or misuse any relationship of trust or position of power or influence.
- Ensure all activities are planned, risk assessed and that participants are suitably prepared both mentally and physically.
- Never engage in practices which are known to be harmful to the physical or psychological wellbeing of an athlete, e.g. inappropriate or excessive weighing of athletes, restricting or encouraging the restriction of food and/or fluids.
- Always inform the Mountaineering Scotland if you are concerned about the health or wellbeing of an athlete or participant.
- Never victimise, attempt to victimise, encourage or ignore the victimisation of any individual (or their parents/carers) for raising concerns or making a complaint.
- Recognise the differences in ability and provide activity to suit both individual and group needs.
- Hold an up-to-date PVG or home country equivalent – you must inform the Mountaineering Scotland if you have been arrested for, or charged with a criminal offence, or have any criminal conviction, caution or warning issued by the police that is not noted on the PVG.
- Never discuss the performance of an athlete in a derogatory manner during a competition within the earshot of any coach, athlete or member of the public.
- Never seek to poach or otherwise unfairly or unethically acquire an athlete.

- Ensure compliance to any rules or regulations relating to the practice of the sport, for example (but not limited to) the rules and regulations of the Mountaineering Scotland/ClimbScotland, International Federation of Sports Climbers (IFSC), or International Olympic Committee (IOC).
- Ensure that any conflicts of interest are declared prior to or at the event.
- Do not consume alcohol or smoke/vape whilst coaching.
- Never bet on the outcome of a competition you are in any way involved with.
- Never instruct, encourage or facilitate any other party to bet on a competition you are involved with.
- Never give or receive any gift, payment or other benefit, which might reasonably be expected to bring the Mountaineering Scotland or ClimbScotland into disrepute.
- Always inform a Mountaineering Scotland or ClimbScotland representative if you are approached or hear anything suspicious about fixing any part of a competition.
- Never share sensitive information you have access to that is not available to the public.

Code of Conduct for Officials (volunteers)

In addition to the Mountaineering Scotland's General Code of Conduct, the additional standards of conduct are expected to be met by any officials working (either in a paid or voluntary capacity) at any of our events.

- Always consider the wellbeing and safety of participants as paramount.
- Follow the advice or guidance given by a physician (or other medically qualified specialist) in determining whether an injured or ill (including mentally ill) athlete/climber is ready to participate in competition.
- Develop an appropriate working relationship with participants based on mutual trust and respect.
- Hold appropriate, valid qualifications and insurance cover.
- Ensure all activities are planned, risk assessed and that participants are suitably prepared mentally and physically.
- Never victimise, attempt to victimise or encourage the victimisation of any individual (or their parents, guardians or dependents) for raising concerns or making a complaint.
- If they hold a PVG or home countries equivalent inform the Mountaineering Scotland if they are arrested for or charged with a criminal offence.
- Where a PVG is required, (roles regarded as regulated work) hold an up-to-date PVG or home country equivalent – you must inform the Mountaineering Scotland if you have been arrested for, or charged with a criminal offence, or have any criminal conviction, caution or warning issued by the police that is not noted on the PVG.
- Never discuss the performance of an athlete in a derogatory/insulting manner during a competition within the earshot of any coach, athlete or member of the public.
- Never seek to poach or otherwise unfairly or unethically acquire an athlete into any group or club that you may be involved in.
- Never assume responsibility for any role for which you are not qualified, prepared for, or that is beyond the scope of your expertise.

- Ensure compliance to any rules or regulations relating to the practice of the sport or activity, for example (but not limited to) the rules and regulations of the Mountaineering Scotland, International Federation of Sports Climbers (IFSC), or International Olympic Committee (IOC).
- Never bet on the outcome of a competition you are in any way involved with.
- Never instruct, encourage, or facilitate any other party, to bet on a competition that you are involved with.
- Never give or receive any gift, payment or other benefit that might reasonably be expected to influence either your, or the recipient's, judgment or otherwise bring the Mountaineering Scotland or ClimbScotland into disrepute.
- Never share sensitive information you have access to that is not available to the public.
- Always inform a Mountaineering Scotland or ClimbScotland representative if you are approached or hear anything suspicious about fixing any part of a competition.

Code of Conduct for athletes/climbers

In addition to the Mountaineering Scotland's General Code of Conduct, the additional standards of conduct are expected to be met by all athletes/climbers attending any of our events.

- Participate within the rules and respect, coaches, officials, judges and their decisions.
- Respect the rights, dignity and worth of other athletes, coaches, technical officials, and others involved in climbing and treat everyone equally.
- Uphold the same values of sportsmanship off the wall as when engaged in climbing.
- Promote the positive aspects of the sport, such as fun, fair play, and never condone rule violations or the use of prohibited or age-inappropriate substances.
- Listen and respond positively/respectfully to my coach.
- Allow the coaches to do their job, do not openly criticise.
- Be responsible for your own actions and needs and take account of what those actions may mean to others. This includes being responsible for caring for personal equipment and clothing and taking care of property belonging to others if you are using it.
- Assist in creating a fun, and competitive environment that is welcoming to everyone, and promotes an atmosphere in which everyone can participate. Free from any harassment.
- Never condone rule violation or use of prohibited substances.
- Always wear appropriate clothing.
- Be honest with your coach concerning illness, injury and your ability to train and compete fully.
- Avoid abusive language and irresponsible or illegal behaviour, acts of violence, bullying, harassment and physical and sexual abuse.
- Do not consume alcohol or smoke/vape.
- Avoid destructive behaviour and leave the climbing wall and other venues as you find them.
- Never instruct, encourage or facilitate any other party to bet on a competition you are involved with.

- Never give or receive any gift, payment or other benefit that might reasonably be expected to bring the Mountaineering Scotland or ClimbScotland into disrepute.
- Never share sensitive information you have access to that is not available to the public.
- Always inform a Mountaineering Scotland or ClimbScotland representative if you are approached or hear anything suspicious about fixing any part of a competition.

Code of Conduct for Parents/Carers

In addition to the Mountaineering Scotland's General Code of Conduct, these additional standards of conduct are expected to be met by any parents/carers at any of our events.

- Encourage your child/children to learn the rules and participate within them.
- Set a good example, applaud effort and performance of all results as well as success.
- Publicly accept officials' judgements.
- Take an active interest in the activity of your children and support their involvement and help them enjoy their participation.
- Never force your child to take part in the sport.
- Help your child to recognise good performance not just results.
- Share any concerns/complaints about any aspect of the sport through the appropriate channels.
- Never punish or belittle a child for poor performance.
- Support your child's involvement and help them to enjoy their sport.
- Bring complaints to the attention of the Event Coordinator in the appropriate manner. If necessary, ask to discuss the issue in private.
- Always collect your child promptly at the end of sessions.
- Keep the organisation/club/wall updated with relevant and essential information.
- Ensure your child/children wear appropriate clothing.
- Be honest with your child/children's coach concerning illness, injury and your ability to train and compete fully.
- Listen and respond respectfully to my child/children's coach.

Competition Spectators

In addition to the Mountaineering Scotland's General Code of Conduct, these additional standards of conduct are expected to be met by all spectators attending any of our events.

- Set a good example, applaud good performance and efforts as well as success.
- Respect and publicly accept officials' judgements.
- Never belittle a participant, judge or official for making mistakes or poor performance.
- Follow the photography guidance at the event/activity.

Social Media

Please bear in mind that when using social media, you are acting as an ambassador of the sport and ClimbScotland/Mountaineering Scotland. You are responsible for your own

reputation, the reputation of ClimbScotland/Mountaineering Scotland and the reputation of the sport.

As a responsible member of ClimbScotland, when posting on social media in respect of your participation in the sport please ensure:

- Posts do not contain confidential and/or commercially sensitive information relating to ClimbScotland or Mountaineering Scotland.
- Respect the rights and privacy of others.
- Posts do not bring the sport, ClimbScotland, Mountaineering Scotland, GB Climbing or the BMC into disrepute. This includes any third parties or persons associated with the above organisations.
- You apply the same conduct that would be expected of you in the policy above, online as well as in person. Including not criticising or making fun of officials, competitors, and any other individuals or bodies connected with the sport. Not posting jokes, comments or any other content that could be seen as offensive. Treating everyone you interact with online with respect.
- Unless otherwise expressly agreed in advance with the ClimbScotland do not express personal opinions on controversial matters such as politics on any account which is designed solely for the purpose of promoting the sport and the ClimbScotland Squads.

Please be aware that in a social media environment there will be different sensitivities and life views. Content which isn't intended to be offensive can cause distress or offence to others.

Sanctions for failure to follow the Codes of Conduct

Our aspiration is for these Codes of Conduct to embody a straightforward and practical approach to creating a safe and positive atmosphere, enabling all participants to get maximum enjoyment from the event they are part of. We believe that they are simple to follow and that the following sanctions will not need to be applied. However, any breach of any of the above Codes of Conduct may result in any or all of the following:

- The withdrawal of any awards, placings, records or other achievements bestowed in any tournaments, competitions, activities or events delivered by Mountaineering Scotland/ClimbScotland;
- A fine which will be donated to one of the Mountaineering Scotland's charitable campaigns e.g. 'It's up to us'.
- Removal from an event/competition/training.
- Dismissal from future Mountaineering Scotland/ClimbScotland events, training, competitions.
- The complete suspension from participation as a competitor, coach, judge, referee, administrator, official, spectator or staff member.
- Completion of remedial education or training at own cost.

The following standards are expected of all Mountaineering Scotland. They also apply to MScot Staff, CCOs and volunteers.

These standards aim to uphold the code values of Mountaineering Scotland:

- Inspiring
- Developing
- Representing
- Protecting

Signed: _____ Dated: _____