

Clovelly Pilot Gig Club CIO (CPGC) exists to encourage community participation in gig rowing. An important part of that is to foster a supportive and inclusive environment for all our members. This Code of Conduct outlines the principles and expectations that guide our interactions and activities within the club.

All club members are required to follow the code of conduct, and expected to speak to other members if they observe them breaking the code.

1. Be respectful and inclusive

- Treat all club members with respect, kindness, and courtesy at all times
- Embrace diversity and promote an inclusive environment where everyone feels welcome, regardless of age, gender, race, ethnicity, sexuality, ability or background.
- Respect members' preferences about how intensely they want to participate.
- Encourage all participants to value their performance and those of others, not just results.
- Display high standards in use of language and manners.
- Wear clothing appropriate to the sport and not so revealing as to cause offense to others.
- Accept responsibility for your actions.

2. Put safety first

- Prioritize the wellbeing and safety of all members at all times.
- Follow safety guidelines and instructions provided by coaches and club officials.
- Adhere to the rules and guidelines set by the CPGA and British Rowing regarding health and safety, sea safety, and racing rules.
- 'Respect – Listen – Respond' to coxes, trainers and boat handlers at all times.
- Avoid any actions that may endanger others.
- Report any safety concerns promptly to the cox, Captain or any Committee member.
- Tell your Team Captain, cox or trainer about any medical condition or injury that may affect your ability to participate in any club activity.

3 Safeguard children and vulnerable adults

- Be aware of the [CPGC safeguarding policy](#). It is everyone's role to be alert to any issues.
- Report ANY concern you have that a child or vulnerable adult may be subject to any form of abuse, at the club or elsewhere, to your Captain or the Welfare Officer.

4 Make new members feel really welcome

New members are the future of the club, so do everything to make them feel welcome:

- If you don't know someone, go and say hello and tell them who you are.
- Remember what your first sessions were like, and try to make them feel comfortable.
- Don't assume they will understand all the instructions straight away. Help them!
- If you're on the beach with them between rows, have a chat.
- Try to put them in a seat where they are comfortable and the cox can easily coach them.
- Explain why you're trying them out in different seats in the boat.
- Make sure they get invited to join the socialising after the row.

5. Be a good sport

- Display good sportsmanship at all times, both on and off the water.
- Celebrate the achievements and successes of fellow members, and of competitors.
- Accept victories and defeats with grace and humility.
- Accept coxes and umpires' decisions, and maintain composure at all times. At races and regattas do not shout at or ridicule other rowers or officials.
- When you represent CPGC at an event, remember that you are an ambassador for the club.
- Promote the positive aspects of the sport, especially fair play, friendship, and respect.

- Do not use any performance enhancing or illegal drugs.

6. Play for the team

- Encourage teamwork and collaboration within crews and across the club as a whole.
- Support fellow members in their personal and athletic development, whatever their level.
- Communicate openly and constructively with team members.
- Understand that rowers are positioned in the boat to achieve the best overall outcome, balancing performance and inclusivity . Wherever you are seated, give your best performance for the team.

7. Maximise the benefit of coaching

Coxes and coaches

- Understand that individuals may have different preferences for what they want to achieve and how they want to be helped to achieve it.
- Ensure the planned activity is appropriate to the age, ability, and experience of the participants, and be prepared to modify it if weather, sea state or crew ability requires.
- Communicate as calmly and clearly as possible.
- Provide objective feedback with a balance of positive and negative comments.
- Critique technique but do not criticize the person.

Rowers

- Tell the cox or coach about any injury or health issue that may affect your performance.
- Listen carefully to all instructions and follow them closely. If you cannot hear clearly, say so.
- Understand that some instructions may be given to reduce the risk of you injuring yourself or others.
- Accept that coxes may need to raise their voice or give very direct instructions at sea.
- Take any feedback given as a comment on your rowing, not criticism of you as a person.

8. Look after equipment

- Treat club equipment and facilities with care and respect, and other clubs' even more carefully.
- Report any damage or issues promptly to club officials.

9. Communicate well

- Foster open and transparent communication within the club.
- Resolve conflicts and disagreements through constructive dialogue and mediation.
- Respect the privacy and confidentiality of fellow members.
- Do not share sensitive information including contact details without authorization.
- Use club communication channels responsibly and respectfully.

10. Keep improving

- Work towards personal and collective improvement in rowing skills, fitness, and behaviour.
- Provide and receive feedback in a constructive manner.

If you feel that someone's behaviour has breached the code of conduct, even if it was not directed at you, speak to them about it in a calm and non-confrontational manner. If you don't feel able to do so, or you feel their response is inadequate, ask someone you trust at the club, such as a Welfare Officer, to mediate for you. If you are still unsatisfied by the response, you can raise a formal complaint as part of the [CPGC Complaints Process](#).

Violation of the Code of Conduct may result in disciplinary action, including but not limited to warnings, suspension, or expulsion from the club, depending on the severity and frequency of the infractions.