



SKA Code of Conduct

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This code is for all individuals participating in the Scottish Korfball Association in any capacity (including players, coaches, officials, et cetera) and at any level (club, national, university, or international). It sets out the rights of all players in the SKA as well as their responsibilities towards the wider community.

The SKA is committed to creating a culture that nurtures the enjoyment and enthusiasm of every player within our community by creating a safe and positive environment. We take a rights-based approach to the Code of Conduct to emphasise personal integrity and accountability to the wider community, based on everyone involved understanding their rights as well as their responsibilities toward each other.

All individuals involved in Scottish korfbal are expected to abide by this Code. Additionally, where required, these codes will be supplemented by appendices applicable to specific roles within Scottish korfbal that bring with them additional responsibilities, such as coaches, match officials, committee members, and other volunteers.

My Rights as a Member of the SKA

As a member of the the SKA, I have the right to:

1. Be safe while taking part in korfbal, and be in an environment that supports my physical and mental well-being.
2. Respect and fair treatment in the community and within all of its activities and processes.
3. Participate in a sporting community free from discrimination, bullying, and harassment.
4. Be supported in my development and be coached by people with appropriate qualifications.
5. Respect and care from coaches, officials, and other participants, especially those who are in positions of power or trust.
6. Ask for and get appropriate help and support, including referrals to professional services when necessary.



7. Protection from abuse, harm, or discrimination by others in a way that respects my autonomy and agency.
8. Be believed, supported, and listened to when I experience or witness harm or abuse.
9. Report issues and concerns without fear of victimisation or reprisal.

Where I feel that my rights have been violated or not been upheld, I can raise this with relevant officers of my club or the SKA. I can also discuss such concerns with the SKA Safeguarding Officer.

My Responsibilities within the SKA

In addition to recognising my rights above, as a responsible member of the SKA, I will:

1. Respect the rights and dignity of all other participants, including fellow players, officials, coaches, team managers, volunteers, venue staff, parents/guardians, and spectators.
2. Refrain from discriminatory, abusive or harmful behaviour towards others whether it is physical, verbal, emotional, written, in person or on-line.
3. Take responsibility for knowing and abiding by all relevant and governing rules, by-laws, and guidelines, including those by the International Korfball Federation and the Scottish Korfball Association.
4. Participate fairly within the rules of korfball and respect decisions made by officials and coaches.
5. Set a good example for others, especially new and young players, and supporters, in how I comport myself on and off the pitch.
6. Not smoke or consume or be under the influence of alcohol or prohibited substances while competing or training.
7. Not misuse, abuse, or otherwise damage equipment, facilities, and venues.
8. Cooperate fully with others involved in the sport, such as coaches, officials, team managers, medical personnel, and representatives of governing bodies, in the best interest of myself and the wider community.



9. Assist, where possible, in smooth running of matches, training, or other activities.
10. Anticipate, and be responsible for, my own needs, including being organised, having the appropriate equipment, being on time, and seeking necessary support.
11. Respect the rules and policies of my club and those of any facilities or venues used, and pay all fees and dues promptly.
12. Recognise my responsibility in keeping myself and the wider community safe, and report inappropriate behaviour or risky situations to the appropriate Club or SKA officers.

Where my conduct does not meet the standards set in this code or where my actions may violate the rights of others, members of the community will hold me accountable, and may require me to apologise for and improve my conduct, or even to step away from my club, team, or the sport until any harm I may have caused is addressed. I will not be able to continue participating in korfball unless my conduct is of the required standard.

Appendix I: Coaches

This appendix sets out the additional rights and responsibilities for for all coaches involved in Scottish korfball. This appendix supplements the SKA Code of Conduct.

The SKA recognises that coaches in particular have a duty of care as well as statutory obligations regarding safeguarding towards participants in korfball, especially young participants and adults considered at risk.

The SKA is committed to ensuring that all coaches are able to carry out their role effectively in a safe and positive environment, and that they likewise play their part in ensuring all matches, training, and other activities remain as such.

My Rights as a Coach

As a coach in the SKA, I have the right to:

1. Carry out my role safely, free from abuse or harm by players, other coaches, spectators, team managers, volunteers, or officials.
2. Support in the development of my skills as a coach and access to ongoing training and information on all aspects of my role.



3. Support in completing the relevant qualifications and PVG checks that are required in order for me to carry out my role.

My Responsibilities as a Coach

In order to be an effective coach who helps the development of players and improving their performance, I must:

1. Identify and meet the needs of individuals and teams,
2. Improve performance through a programme of safe, guided practice, measured performance, and/or competition, and
3. Create an environment in which individuals are motivated to maintain participation and improve performance.

Furthermore, I also recognise that I am in a position of power and trust over the players I work with, and thus have a duty of care towards them. I have the following responsibilities towards the wider community to follow good ethical practice:

Safety and Well-Being of Participants

In order to ensure that everybody is safe in the activities I organise, I will:

1. Be prepared with an appropriate action plan in the event of emergencies.
2. Be aware of First Aid procedures and have access to First Aid equipment and/or personnel.
3. Only provide First Aid or any treatment if I am properly qualified to do so.
4. Have emergency contacts for all participants.
5. Be prepared to call emergency services when needed.
6. Be aware of any medical conditions or allergies players may have.
7. Be aware if an player needs to take any regular medication, and discuss any relevant instructions with the player or, where appropriate, their parent, guardian, or carer.
8. Respect the autonomy, privacy, and dignity of the players in the event of any emergency.



Integrity as a Coach

In order to support the development of players to the expected standard, I will:

1. Hold and abide by the terms of appropriate and valid qualifications relevant to my role, keep my knowledge and skills up to date, and renew these qualifications as required by the SKA.
2. Ensure that I have appropriate criminal record and/or PVG checks.
3. Take responsibility for knowing and abiding by all relevant and governing rules, by-laws, and guidelines, including those by the International Korfball Federation and the SKA.
4. Disclose any conflicts of interest that may arise in my involvement as an official.
5. Ensure that the activities I facilitate are appropriate for the age, maturity, experience, and ability of the participants involved.
6. Be aware of and abide by current national and international anti-doping regulations in sport, and not condone or be complicit in any contravening of such regulations.
7. Work in a spirit of cooperation with other coaches, and not undermine or interfere with them in any way, especially in situations where players may be working with more than one coach.
8. When demonstrating a technique through physical contact, always provide an explanation and seek consent before touching the players, and never touch a player under 18 years of age without another adult being present.
9. Promptly report any accidental injury or distress to relevant clubs and/or the SKA officers.
10. Challenge and report any inappropriate behaviour, suspected misconduct, harm, or abuse by officials, other coaches, or other people involved to relevant officers of the involved clubs and the SKA as soon as possible.

Standards of Personal Conduct

In order to ensure that my conduct is respectful and trustworthy, I will:



1. Anticipate, and be responsible for, my own needs when carrying out the coaching duties assigned to me, including being organised, punctual, and having the appropriate equipment.
2. Consistently promote positive aspects of the sport such as fair play, and never condone rule violations or the use of prohibited or substances.
3. Never engage in the massage of any participant under 18 years of, and to never engage in the massage of a participant above 18 years of age without the relevant qualifications from a recognised body.
4. Be aware that my attitude and behaviour directly affects the behaviour of players whom I coach.
5. Refrain from abusive or harmful behaviour towards others, whether it is physical, verbal, emotional, written, in person, or on-line.
6. Be respectful in my interactions with players, other coaches, venue staff, officials, parents, guardians, carers, team managers, volunteers, and spectators.
7. Be fair and impartial in the way I carry out my duties.

Maintaining Healthy Relationships and Boundaries

1. Clarify with players and, where appropriate, parents, guardians, and/or carers, what is expected of them and what they can expect of me.
2. Cooperate fully with others involved in the sport, such as officials, team managers, other coaches, medical personnel, and representatives of the governing body in the best interests of players and the wider community.
3. Develop relationships with other participants in korfball based on mutual trust and respect, especially those who are under 18 years of age or considered at risk.
4. Never incite or engage in sexual activity or inappropriate touching or communication (in person, on social media, or through any other form of verbal or non-verbal communication) with any participant under 18 years of age or are considered at risk.
5. Never use my position as a coach to exert undue influence on participants to obtain personal benefit or reward, or to incite or engage in sexual activity or inappropriate touching or communication (in person, on social media, or through any other form of verbal or non-verbal communication) with any participant.
6. Avoid behaviour or conduct that could compromise the safety or well-being of any players who are under 18 years of age or are considered at risk, such as, where I am not their parent, guardian, or carer:
 - spending time alone with them unless in clear view of other adults,



- taking them alone in my vehicle,
- inviting them alone into my home, or
- sharing a bedroom with them.

Where my conduct does not meet the standards required by the SKA or where my actions may violate the rights of others, I may be required to step away from my role as a coach until any harm I may have caused is addressed.

Where my conduct causes harm to participants under 18 years of age or participants who are considered at risk, this may be referred to statutory agencies or public authorities.

Appendix II: Volunteers

This appendix sets out the additional rights and responsibilities for for all volunteers involved in Scottish korfball (excluding coaches), such as club and SKA committee members, referees, or match officials. This appendix supplements the SKA Code of Conduct.

The SKA recognises that volunteers play an integral role in the running of Scottish korfball, and as such are the lifeblood of the community. The SKA also recognises that these volunteers are often in positions of responsibility within their clubs, the SKA, and the wider community. The SKA is committed to supporting all all volunteers so that they can carry out their role in a safe and positive environment, and expects that they likewise play their part in ensuring that the community remains as such.

My Rights and Responsibilities as a Volunteer

As a volunteer in the SKA, in addition to the rights set out in the SKA Code of Conduct, I have the right to carry out my role safely, free from abuse or harm by players, coaches, spectators, team managers, officials, or other volunteers, and not be left vulnerable.

As a volunteer, I recognise that, I am frequently going to be in positions of power, responsibility, and authority within the community. In order to carry out my role with integrity and responsibility towards others, I will:

1. Be fair and impartial in the way I carry out my duties.
2. Complete and be up to date on any training and/or qualifications required for my role.



3. Where my role requires me to work with people under 18 years of age or those considered at risk, I will ensure that I have appropriate criminal record and/or PVG checks.
4. Take responsibility for knowing and abiding by all relevant and governing rules, by-laws, and guidelines, including those by the International Korfball Federation and the SKA.
5. Disclose any conflicts of interest that may arise in my work.
6. Work in a spirit of cooperation with other volunteers and participants, and not interfere with their responsibilities.
7. Participate within the democratic and governance structures of my club and the SKA, and support all participants in having their voice heard in the running of the sport.
8. Develop relationships with other participants in korfball based on mutual trust and respect, especially those who are under 18 years of age or considered at risk.
9. Never use my position as a volunteer or committee member to exert undue influence on participants to obtain personal benefit or reward, or to incite or engage in sexual activity or inappropriate touching or communication (in person, on social media, or through any other form of verbal or non-verbal communication) with any participant.
10. Consistently promote positive aspects of the sport such as fair play, and never condone rule violations or the use of prohibited or substances.

Where my conduct does not meet the standards required for my role within the SKA where my actions may violate the rights of others, I recognise that I may be required to step away from my my role until any harm I may have caused is addressed.