ASRC
Role Clarification Policy

Many members of ASRC may contribute to the club in more than one capacity, for example as an athlete and coach, athlete and official, parent and committee member, or coach and committee member. The purpose of this policy is to ensure that individuals understand which role they are acting in at any given time and that decisions are made fairly, transparently and in the best interests of the club and its members.

All members must:

- Be clear about the role in which they are acting.
- Follow the responsibilities and standards applicable to that role.
- Avoid allowing one role to improperly influence another.
- Declare any actual, potential or perceived conflicts of interest.
- Act in the best interests of the club when undertaking volunteer or official duties.

1. Authority and Influence

Holding multiple roles, being a senior athlete, being related to a committee member, coach, Club Welfare Officer or other club volunteer, or having a long-standing involvement in the club does not in itself confer authority to make decisions on behalf of the club. Members should avoid presenting personal views, preferences or advice as club decisions unless authorised to do so within their role.

2. Examples

Where an individual holds multiple roles:

a) A coach who is also a parent must make coaching decisions based on club and athlete development needs rather than parental interests.

b) A committee member who is also the parent of an athlete must declare any conflict of interest when decisions directly affect their child.

c) An athlete who is also a coach, official, volunteer, senior athlete or Snowsport England Ambassador must recognise when they are acting in a position of responsibility or influence and behave accordingly.

d) A team manager, that is also a parent, participating in a competition may have to make decisions on matters in which they have direct personal interests, they must try to do so in the best interests of the club and fair competition.

3. Decision-Making

Where a conflict of interest exists, or could reasonably be perceived to exist, the individual should:

- Declare the conflict as soon as possible.
- Seek advice from the Chair, Club Welfare Officer or relevant committee lead where appropriate.
- Withdraw from discussions or decisions where impartiality may be affected.

4. Safeguarding

When acting as a coach, volunteer, official or committee member, safeguarding responsibilities take precedence over any personal, parental or athlete interests.

Review: This policy will be reviewed annually by the ASRC Committee. **See also : ASRC Conflict of Interest Policy**