



HR05-G04 OFFICIALS CODE OF CONDUCT

VERSION CONTROL

Version	Date Amended	Amended By	Reason
1.0	12/01/2026	Jennifer Barsby & Stuart Monteith	Creation of COC
2.0	29/04/2026	Stuart Monteith	Updated guidance

Introduction

Officials play a crucial role in squash, therefore officials must adhere at all times to standards of personal behaviour which reflect well on Scottish Squash and the whole process, practice and profession of officiating.

This code of conduct has been developed to clarify and determine approved and accepted professional, ethical and moral behaviour.

Why this is important:

The Officials Code of Conduct has a number of important functions. It:

- Sets out what behaviour is acceptable and unacceptable.
- Defines standards of practice expected from those to whom it applies.
- Forms the basis for challenging and improving practice.
- Helps to safeguard officials by encouraging them to adhere to agreed standards of practice.
- Sets out the standards of practice which they and the organisation should expect from those who work/volunteer with children.

Squash Officials have a responsibility to:

- Ensure the health & safety of all players involved in matches they officiate.
- Provide a safe environment that maximises benefits and minimises risks to players in achieving their goals.
- Create an environment in which individuals are motivated to maintain participation and improve performance.
- Treat all players fairly and in accordance with Scottish Squash's Equality Policy.
- Stay up to date with the officials' directives and rule changes
- Always know and understand the rules of squash and ensure players play within the rules and spirit of the game.
- Be a positive role model and act as an ambassador for the sport of squash.
- Consistently display high personal standards and professional behaviour.
- Refrain from public criticism of fellow officials, coaches, players, clubs and Scottish Squash by any means - including social media.
- Seek opportunities to engage with professional development and develop self-awareness.
- Foster a culture of loyalty/openness/trust/mutual respect and honesty amongst the officials and accept responsibility for their own behaviour and performance.

UNDERTAKE ANNUAL CPD TRAINING TO STAY UP-TO-DATE WITH THE RULES OF SQUASH.

Additional responsibilities for officials working with children:

- Complete the Scottish Squash Self Declaration Form.
- Ensure that safeguarding and child protection training is up to date and is updated within the required timeframe (every three years).

Officials must:

- Not engage in behaviour that constitutes any form of abuse or bullying.

- Exhibit the highest standards of behaviour, and act as a positive role model to the players they work with.
- Not consume any alcoholic drink until their duties for the day have been completed, to be confirmed by Tournament Referee.
- When finished duties for the day, any alcohol consumption at the venue or provided accommodation should be in moderation to ensure behaviour remains consistent with professional image and that decision making is not adversely affected the following day.
- Develop an appropriate working relationship with fellow officials, based on mutual trust and respect.
- Not exert undue influence to obtain personal benefit or reward.
- Avoid sexual intimacy with players while in an officiating role with Scottish Squash
- Avoid following/interacting with a player on social media if under 18
- Take appropriate action regarding concerns of the behaviour of an adult towards a child.
- Maintain confidentiality when appropriate and avoid situations that would potentially create a conflict of interest or exploit the player.
- Not misrepresent their qualification, affiliations, or professional competence to any client or prospective client including in any publication, broadcast, lecture, seminar or displayed advertising.
- Only undertake officiating which is within the parameters of their role awards/qualifications.
- Report all criminal convictions in a court of law to Scottish Squash at the earliest opportunity.
- Support Scottish Squash in the development of squash.

Officials have the right to:

- Support in reporting suspected abuse or poor practice.
- Access to professional support services and ongoing training.
- Fair and equitable treatment by the governing body/club.
- Be protected from abuse by adults/youths, other adult members and parents.
- Not to be left vulnerable while carrying out their role.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with Scottish Squash's Disciplinary Policy (Rules & Procedures). Any individual or organisation wishing to make a complaint against a squash coach within the context of this Code of Conduct should follow the steps outlined in section 2 of the Disciplinary Policy (Rules & Procedures).