

Welsh Salmon and Trout Angling Association

Codes of Conduct

For all teams of competitors over the age of 18
including Guardians and Parents of competitors under the age of 18

Adopted December 2024

By agreeing to represent your country in one of the Welsh Salmon and Trout Angling Association teams you agree to abide by these Codes of Conduct and all other rules of the Association.

Whilst representing the team you will be referred to as a member – meaning a member of a recognised international team, which includes a supervising Guardian of a youth Team Member who have responsibility to ensure that as far as practicable these Codes of Conduct are complied with and that their own actions do not cause, or result in, the Youth Member's contravention of these rules

General

1. These Codes of Conduct are required to ensure the highest standard of integrity and the correct conduct in all angling matters
2. The Executive Committee has the power to enforce all Codes of Conduct and to discipline individuals who are deemed to have breached any rules or codes.
3. Angling is a sport and as such, every individual is expected to respect the spirit and traditions in all areas of game angling.
4. Everyone should conduct themselves in a sportsmanlike manner and in accordance with the Codes of Practice.
5. It is the responsibility of each individual to familiarise themselves with ALL rules of the Association.
6. It is the responsibility of each individual to ensure that the good name of the Welsh Salmon and Trout Angling Association (WSTAA) is always upheld and that all officers are afforded the full respect of the team and individuals at all times.
7. All officers are expected to always act for the good of the Associations and are also liable to discipline following the receipt of a complaint (see disciplinary procedure).
8. Any member being accompanied by another non angler must ensure that they abide by the same behavioural conduct as that expected of a competitor.
9. Any non-competitor or officer attending cannot involve themselves in any angling matter unless requested to do so by the manager or team official.
10. No member shall print or publish any derogatory comments concerning the Association or its Officers.
11. Social Media – Team Managers may choose to use private social media as a means of communicating between team members. The WSTAA Chair and Secretary should be included in any such group.

Any such group should only used to communicate on issues directly relevant to the running of the team and the competition. All language used should be respectful and not derogatory. The privacy of the content of any such group should be respected by all members of the group.

Failure to adhere to the social media code of conduct may, at the discretion of the Executive, result in disciplinary action.

[WSTAA has a grievance procedure which should always be the first avenue for any complaint]

Internationals

1. All internationals are to be fished within the spirit of the sport.
2. By agreeing to represent your Country you take great responsibility for your behaviour and decorum. As such, you are part of a team in which you are all equal and it will be expected that you conduct yourself in a proper manner at all times and have a responsibility for each other.
3. As soon as a team is selected the Manager and the relevant WSTAA officer will call a meeting of the team as soon as reasonably practicable. An Officer of WSTAA will be present at this meeting and will act as the liaison point between the team, Manager and the WSTAA Executive. All team meetings should be attended by all team members, the team Manager and the WSTAA liaison officer.
4. Selected Reserve/s should take part in all team activity and should travel with the team to the competition. Individual trialists should be offered the position strictly on the basis of their position in the relevant trial/s.

In the case of the senior lough style the triallist in 29th place will have first choice of competition and will be required to commit to travelling with the team. Should they not commit to travelling with the team invitations will continue in place order until two reserve positions are filled.

5. At least three squad training days must be fished prior to the international.
6. All team members are expected to fish the Interteams Competition arranged by WSTAA. This is an opportunity for new caps to be officially welcomed into the teams and receive their cap.
7. It is the responsibility of each individual to familiarise themselves with all competition and fishing rules.
8. Team Managers have the right to discipline any participant as they deem necessary. Any such decision must be reported to the Chair of WSTAA at the earliest opportunity and a full report presented to the next available Executive Committee meeting. At this point the Executive will decide if further action is required.
9. All team members and officials must comply with the WSTAA code of conduct relating to fundraising activities (see page 5)
10. All team members are expected to comply with the Association's dress code at all international events.

Code of Conduct for Fundraising Activities

1. No angler selected to be a member of an international team shall make a personal profit from his or her selection.
2. All international team members will endeavour to secure grants and raise funds to support the Teams they represent.
3. Any monies raised in the name of WSTAA or the Team will be passed to the WSTAA Treasurer for payment into the appropriate team account.
4. Individual team members may only retain funds raised through grants received from local councils, their employers, Trade Unions or clubs of which they are members or funds raised specifically in their name, for example, from family members.
5. Any disputes on where funds should be deposited, in an individual's account or in the relevant WSTAA account, must be referred to the WSTAA Secretary and will be resolved by the WSTAA Chair, Secretary and Treasurer.
6. Any funds, once received, will be used to pay for:
 - i. A quarter share of the International costs as presented by the host nation and the IFFA, if appropriate.
 - ii. Any costs approved by the WSTAA Executive incurred by official WSTAA team officers who are required to attend
 - iii. Any residue will then be shared equally amongst all team members to cover angling, accommodation and transport costs (where applicable) and deducted from each member's final international bill.
 - iv. Funds raised cannot be used for any other purpose without the direct consent of the WSTAA Chair, Secretary and Treasurer.
 - v. Any surplus funds remaining in the designated teams account, after distribution as above, shall be retained by WSTAA in that account and carried forward for the sole benefit of the following year's international team.
 - vi. If there is any challenge by a team or a team member to a decision of the WSTAA Officials in respect of how funds raised are used the challenge will be considered by the next meeting of the WSTAA Executive for resolution.
7. Any angler found to have broken the fundraising code will be liable to disciplinary action under the terms of the constitution.

Duties of National Team Managers, Coaches and Captains

In recent years all Welsh National Fly Fishing Teams have been given considerable autonomy in the team's management, welfare and programme for the year. The increased autonomy means a greater all round commitment by all team members who are expected to generate good team spirit and pool resources and knowledge. Team Managers are expected to supervise all the team's preparation for the international match and to ensure every team member's attendance at all squad sessions.

Team Managers are appointed by the WSTAA Executive for a period of 3 years. At the end of a 3 year term the Executive will review the appointment. Further three year terms of appointment can be made without limit. Once appointed Managers are members of the WSTAA Executive Committee.

Team Manager's duties and responsibilities

1. General

- i. The Manager has overall decision making responsibilities on behalf of the team. They will work in partnership with Captains and Coaches but ultimate team responsibility lies with the Manager.
- ii. Liaise with the relevant WSTAA Officer's to ensure all affiliated clubs and interested individuals are aware of dates and venues of trials and have access to trial entry forms.
- iii. Liaise with the relevant WSTAA Officer/s to make all necessary arrangements for trials.
- iv. Liaise with the relevant WSTAA Officer/s to ensure risk assessments are undertaken prior to each trial. The completed risk assessment should be forwarded to the WSTAA Secretary.
- v. Liaise with the relevant WSTAA Officer/s to ensure all results are accurate which should be forwarded to the WSTAA Secretary.
- vi. Liaise with the relevant WSTAA Officer/s to ensure that all relevant information about the team is appropriately publicised.
- vii. Send all international and event team news to the Web Master/Secretary for inclusion on the web site.

2. National Team and International Duties

- i. Liaise with the relevant WSTAA Officer/s in all arrangements for hosting a home international. The WSTAA Secretary will ensure that all arrangements are considered and approved by the WSTAA Executive.
- ii. Call team meetings (in conjunction with the team captain and coach) and service them.

- iii. Lead discussion on dress and act as a liaison between team members and the relevant WSTAA official to order any kit required.
- iv. Make necessary arrangements for team's participation in International competitions– contact event organiser, arrange accommodation, arrange practice days, book boats etc.
- v. Be responsible for the health and safety of team members and check all health and safety issues.
- vi. Ensure that team and individual morale is paid proper attention and that issues are dealt with quickly, fairly and compassionately.
- vii. Liaise with the team Captain and team Coach at all times.
- viii. Oversee the team finances at team events/fundraising etc. Ensure fundraising codes are fully adhered to.
- ix. Ensure the good name of WSTAA is upheld at all times
- x. Any other duties as request and agreed with the Executive.
- xi. Discipline of the teams and followers.

Team Coach

At the relevant Manager's discretion Team Coaches will be appointed by the WSTAA Executive for a period of up to 3 years. At the end of a 3 year term the Executive will review the appointment. Further three year terms of appointment can be made without limit.. Once appointed they are members of the WSTAA Executive Committee.

Duties and responsibilities

1. To foster good team spirit
2. To impart and share knowledge of fishing methods and practices that are appropriate for the fishery.
3. To assist the team Manager in presentation and behaviour of team members at all official team functions.
4. To attend Executive Committee meetings. ~~and represent team members.~~
5. To share with team officials all matters on team management, team spirit and team discipline. The team coach is an official of the Executive and is expected to uphold the good name of WSTAA.
6. To write to team members and keep them informed of team progress and create in them a sense of pride and belonging.
7. To co-operate with the team captain in the arrangements of training sessions.
8. To ensure that any problems in the team training is brought to the attention of the team Manager.

Team Captain

Team Captains are selected on the basis of the number of caps they have won in relevant team (caps for different teams will not be counted together). The team member with the largest number of caps will be offered the Captaincy. If two or more team members have the same number of caps and two or more wish to take on the Captaincy. A secret ballot of the remaining team members will be held excluding the potential captains. The individual with the highest number of votes will be appointed Captain. If the individual with the highest number of caps does not wish to take on the Captaincy it will be offered to the team member with the next highest number of caps and so on until a Captain is identified.

Once an individual has captained a team they must gain a further four caps before they can be considered again for the Captaincy.

The Captain will be a member of the WSTAA Executive Committee from the point at which they are appointed up to and including the Executive Committee meeting after their International competition.

A Vice Captain will be selected for each team on the same basis as the Captain is selected.

Duties and Responsibilities

1. To undertake any duties delegated to them by the Captain
2. To undertake all duties of the Captain in the absence of the Captain
3. To foster good team spirit
4. To attend the Executive Committee and represent the team
5. To liaise with team officials on all matters on team management, team spirit and discipline. The team captain is an official of the Executive and is expected to uphold the good name of the Association.
6. To write to team members and keep them informed of team progress and create in them a sense of pride and belonging.
7. To liaise with the team coach and Manager in the arrangements of all training sessions.
8. To ensure that any problems within the team are brought to the attention of team officers.
9. To speak, if required, at the International Dinner on behalf of the Welsh Team.

Discipline

These rules dealing with discipline should be read in parallel with the rules set out in the WSTAA Constitution.

The Executive Committee

- i. Has the right to expel or discipline any member for serious misdemeanour connected with angling on a majority decision of the Committee but subject to the Right to Appeal set out in sub paragraph (ii)(s) below.
- ii. Organise and lay down rules and conditions for all competitions held under the auspices of the Association. Rules shall be in writing and made available to all competitors together with such local fishery rules which may apply. Non compliance with any rules will render a member subject to disciplinary action by the Executive but subject to the right of Appeal set out below.
- iii. Any member or competitor expelled or disciplined shall have the right to lodge an appeal in writing to the WSTAA Chair within 14 days of the notification of the Executive Committee's decision. If no appeal is lodged in this time the decision shall be final.
- iv. Any such appeal will be considered at the next Executive Committee meeting when the appellant may be invited to appear in front of the Executive to explain the grounds for the appeal, following which the Executive Committee will by majority vote, reach a final decision which will be notified in writing to the appellant within 14 days
- v. It is proviso of this right of Appeal that it shall not apply to any disciplinary decision taken as a result of any angler breaking the Rules of Competition laid down for International Team trials or matches as per the Codes of Conduct

Conduct and Contraventions

- i. Every member shall conduct himself or herself in line with the provisions of these Codes of Conduct and the WSTAA Constitution.
- ii. Contrary Acts – in the event of any person breaking the rules of the Constitution, committing an act contrary to the spirit of sportsmanship or acting against the interests of the Association he or she may be deemed to have offended under Article 5 of the Constitution and be liable to be expelled or suspended from membership.
- iii. Complaints – any complaint of such conduct against a member shall be submitted in writing to the Secretary who shall put the matter on the Agenda for the next convenient Executive Committee meeting.
- iv. Hearings – a member so arraigned shall be entitled to be heard by the Executive Committee and may bring witnesses to testify on their behalf.
- v. Decisions – the decision of the Executive Committee shall be given in writing not more than two weeks after the hearing.