

**For Members of Tug of War Ireland High Performance Committee**

The high-performance committee (HPC) in TOWI will lead, support and promote the sport from community level through to international representation on the world stage. The HPC will aim to create an environment of high performance that is disseminated via high performance coaches to enhance training structures and improve selection processes for all athletes.

This will be achieved by strengthening high performance athlete development pathways with support in areas such as training (technique and endurance), mental skills and nutrition. The overall aims of the HPC will be to ensure that an athlete's pathway from club to podium is clear and evidence based.

**Role & Responsibilities of H.P.C.**

- Develop Training Manual specifically for high performance athletes to include sports science fitness & nutrition.
- Provide Club Training oversight.
- National Squad Selection.
- Squad Training Sessions.
- Training Venues & Requirements in agreement with the T.O.W.I. board.
- Coach Selection & appointment.
- GENSB Training & Selection.
- Sports Wear for all squads & coaches.
- Risk Management and risk assessment.
- Conduct, Welfare & Presentation of all Individuals, Teams & Coaches Representing T.O.W.I.
- Adhere to agreed TOWI budget
- Work in conjunction with other TOWI sub committees.

**Responsibilities of the T.O.W.I Board.**

- Publication of all Information by H.P.C.
- Sponsorship/Promotion/Funding.
- Compliance with all International Competition Requirements.
- Reporting/Meeting/Planning T.O.W.I. & High-Performance Committee.
- Overall Responsibility for delivery of the policy.
- Compliance with all governance regulations.
- Review recommendations from H.P.C. committee and decide on viability.
- Review effectiveness of H.P.C. and if required make the necessary changes and adjustments.

**The H.P.C. shall consist of the following:**

- T.O.W.I. members who have been ratified by the board.
- With board approval, the HPC may retain professional supports.
- The Chairperson of the T.O.W.I. or appointed nominee may sit on the H.P.C. in an ex-officio capacity.

**Code of Conduct for High Performance Committee Members**

**Tug of War Ireland Values**

As a member of the H.P.C. of Tug of War Ireland to abide by the fundamental values that underpin all the activity of this organisation by:

#### **H.P.C. Terms of Reference (incl. Code of Conduct)**

- Presenting a professional image to all Stake holders and service users.
- Creating open, honest and supportive working relations.
- Promoting collective working to support and promote the Sport of Tug of War.
- Respecting office procedures and policies.
- Supporting and promoting principles of equality and diversity.
- Respecting confidentiality of information and procedures.
- Giving volunteers the same respect and support as staff members.

Additionally, I agree to the following points:

#### **Law, Mission, Policies**

- I will not break any law or regulations in any aspect of my role as a member of the H.P.C.
- I will support the objects of the Company as listed in its Memorandum and consider myself its guardian.
- I will abide by all Company Policies & strategy.

#### **Conflicts of interest**

- I will always strive to act in the best interests of the organisation.
- I will declare any conflict of interest, or any circumstance that might be viewed by others as a conflict of interest, as soon as it arises.
- I acknowledge and agree to adhere to the provisions of the Constitution regarding potential conflicts of interest.
- I will strive to establish respectful, collegial and courteous relationships with all I come into contact in my role as a Member of the High-Performance Committee.
- I will remove myself from the selection process in the event that I am a candidate for selection for any International team, to eliminate any conflict of interest.

#### **Protecting the organisation's reputation**

- I will not speak as a Member of this Company to the media or in a public forum without the prior knowledge and approval of the Chairperson of the Board of T.O.W.I.
- When I am speaking as a Member of this Committee, my comments will reflect current organisational policy even when these do not agree with my personal views.
- When speaking as a private citizen I will strive to uphold the reputation of Tug of War Ireland and Membership.
- I will respect organisational, Board Members and individual's confidentiality.
- I will take an active interest in the Company's public image, noting news articles, books, television programmes and the like about the Sport of Tug of War, organisations or about important issues for the organisation.

#### **Personal gain**

- I will not personally gain materially or financially from my role as a Member of the H.P.C., nor will I permit others to do so as a result of my actions or negligence.
- I will document expenses and seek reimbursement according to procedure. T.O.W.I. members of the H.P.C. will be paid all reasonable expenses properly incurred and vouched by them in connection with the discharge of their duties.
- I will not accept substantial gifts or hospitality without prior consent of the Board of T.O.W.I.
- I will use Tug of War Ireland Resources responsibly, when authorised, in accordance with board policy and procedure.

**H.P.C. Terms of Reference (incl. Code of Conduct)**  
**As a Member of the High-Performance Committee**

- I will strive to embody the principles of leadership in all my actions and live up to the trust placed in me by the Membership of Tug of War Ireland.
- I will abide by the Company's governance procedures and practices.
- I will strive to attend all meetings, giving apologies ahead of time to the Chair or Secretary if unable to attend.
- I will honour the authority of the Chair and respect his or her role as meeting leader.
- I will engage in debate with all Members of the H.P.C. according to procedure, maintaining a respectful attitude toward the opinions of others while making my voice heard.
- I will accept a majority decision on an issue as decisive and final.
- I will maintain confidentiality about what is discussed within the H.P.C. unless authorised by the Chair of T.O.W.I. to speak of it.

**Enhancing Governance**

- I will participate in induction, training and development activities as may be required.
- I will continually seek ways to improve good governance practice.
- I will strive to identify good athletes for all inclusion in the H.P.U.
- I will support all coaches & athletes in their respective roles.

**Leaving the High-Performance Committee**

- I understand that substantial breach of any part of this code may result in my removal from the sub-committee of the Tug of War Ireland.
- Should I resign from the sub-committee I will inform the Chair in advance in writing, stating my reasons for resigning.
- I understand that this committee is performance based and my performance will be reviewed by the TOWI Board.