Code of Conduct

1 Interpretation

The following definitions and rules of interpretation apply in this Code of Conduct (unless the context requires otherwise).

1.1 **Definitions:**

Association: The British Association of Sport and Exercise Sciences ("**BASES**")

BASES Staff: Anyone employed by BASES or working for BASES on a voluntary basis or otherwise. (including senior managers, paid staff, volunteers, agency staff, students).

Board: The Board of Directors of the Association.

Chair: The Chair of the Board.

Child: Anyone under the age of 18 in accordance with the Children Act 1989.

Client: All participants and those individuals who come into contact with Members acting in their professional capacity.

Code: This Code of Conduct as amended from time to time.

Council: The Science Council.

Division: The Divisions of the Association, as set out in paragraph 3.1 of this Code.

Division Chair: The chairperson of each Division.

Equal Opportunities Policy: The Equal Opportunities Policy of the Association from time to time in place.

Informed consent: The knowing consent of a client (or the client and their legally authorised representative in the case of a Child, Vulnerable Adult or those who may not be able to provide their own informed consent) who is able to exercise free power of choice without any undue inducement or element of force, fraud, deceit or coercion.

Members: A member of the Association including Fellows.

Professional Disciplinary Policy: The Professional Disciplinary Policy of the Association from time to time in place

Safeguarding and Welfare Policy: The Safeguarding and Welfare Policy of the Association from time to time in place.

Social Media Policy: The Social Media Policy of the Association from time to time in place.

Stakeholders: Clients, Members, and BASES Staff.

Whistleblowing Policy: The Whistle Blowing Policy of the Association from time to time in place.

Vulnerable Adult: Anyone who is aged 18 or over who may need community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of themselves, or unable to protect themselves against significant harm or exploitation, as defined by the UK Government.

1.2 Members are reminded that the authority of the Association is vested in the Board, which alone has the power to review and recommend amendment to this Code.

1.3 Any matter relating to the interpretation of this Code shall be referred, at first, by any Member to the relevant Division Chair for a ruling. Such Division Chair may, in their sole discretion, refer such matters to the Board for final determination.

1.4 This Code of Conduct (the "Code") is divided into two sections:
(a) General applicable provisions
(b) Professional conduct.

1.5 Headings and paragraph numbering is included for ease of reference only and is not intended to affect the interpretation or application of this Code.

2 Purpose and scope

2.1 This Policy is designed to ensure that all Stakeholders are treated fairly and consistently, to ensure the efficient and safe performance of work and to promote the maintenance of good relations between Stakeholders.

2.2 Potential breaches of this Code may result in an investigation and disciplinary hearing, as set out in the Professional Disciplinary Policy.

2.3 Breaches of the Code may result in sanctions, as set out in the Professional Disciplinary Policy. These include:
(a) cautioning the Member in writing.
(b) stipulating how a Member must behave in the future.
(c) requiring the Member to undertake relevant training.
(d) revoking a Member's membership; and
(e) revoking any Accreditation Award made by the Association.

General applicable provisions

3 Introduction

3.1 This Code sets out the principles of conduct and research ethics for the guidance of Members of the Association and its five constituent Divisions:
(a) Biomechanics and Motor Behaviour
(b) Physical Activity for Health
(c) Physiology and Nutrition
(d) Psychology
(e) Sport and Performance
(the **Divisions**).

3.2 All Members are bound by the provisions of this Code and the professional guidelines of each Division from time to time in place These professional guidelines may provide further detail in respect of experimental techniques, protocols and analysis procedures, the obtaining of medico-legal clearance, informed consent and research ethics. The professional guidelines of the Divisions form part of this Code as if they were set out herein.

3.3 Members are reminded that in addition to this Code, they will also be subject to policies of other professional and/or educational bodies they are members of. These policies include but are not limited to Codes of Conduct, Codes of Practice and Research Ethics. This Code is not intended to displace any such policies, and Members should always strive to conduct themselves and their practice in a way which meets the most stringent rules applicable to them as well as current understanding on "good practice".

4 The Science Council

4.1 Without prejudice to the foregoing provisions of this Code, Members registered with the Science Council are expressly reminded that they are bound by the Science Council Model Rules of Conduct for Registrants, which state that Registrants (as defined therein) must:

4.1.1 Exercise their professional skills and judgment to the best of their ability and discharge their professional responsibilities with integrity, serving as an example to others.

4.1.2 Have regard at all times to the public interest.

4.1.3 Do all in their power to ensure that their professional activities do not put the health and safety of others at risk.

4.1.4 When called upon to give a professional opinion, do so with objectivity and reliability.

4.1.5 Never engage in corrupt practice.

4.1.6 Undertake appropriate Continuing Professional Development (CPD) and be able to record this appropriately, and demonstrate this to others; and

4.1.7 Further the interests of and maintain the dignity and welfare of their Licensed Body (as defined by the Council) and profession.

4.2 Members, whether or not Registrants of the Council, are expected at all times to conduct themselves in a manner consistent with the provisions set out at clauses 4.1.1 to 4.1.7 above.

5 Aims of BASES

5.1 Members are reminded that the aims of the Association are:

(a) the promotion of research in sport and exercise sciences.

(b) the encouragement of evidence-based practice in sport and exercise sciences.

(c) the distribution of knowledge in sport and exercise sciences.

(d) the development and maintenance of high professional standards for those involved in sport and exercise sciences; and

(e) the representation of the interests of sport and exercise sciences nationally and internationally.

5.2 This Code is intended to reflect and give effect to the aims of the Association. Members are always expected to conduct themselves in accordance with this Code and in a manner that promotes the aims of the Association.

5.3 In furthering the aims outlined in paragraph 5.1, and their individual working practices, Members must always have regard to the three following principles:

(a) all Clients have the right to expect the highest standards of professionalism, consideration and respect.

(b) the pursuit of scientific knowledge requires that data collection is carried out with utmost integrity.

(c) the law requires that working practices are safe, that the welfare of the Client is paramount, and that data is used and stored in accordance with the law.

Professional Conduct

6 Ethical clearance

6.1 Any Member wanting to conduct a research study in relation to their applied work shall seek and obtain prior ethical approval from a recognised body. For the purposes of this clause, recognised bodies will include universities, NHS Research Ethics Committees and the NHS Health Research Authority.

7 Informed consent and confidentiality

7.1 **Informed consent**

7.1.1 No Member may undertake any work or activity (including without limitation data collection or processing) without first having the informed consent of all participating Clients.

7.1.2 In most cases, informed consent may be obtained by having the client read and sign a document setting out all the information relevant to the proposed investigation, test or procedure. This would normally include a description of the investigation and its objectives, the procedures to be followed, an outline of the risks and benefits, an offer to answer any queries, an instruction that the client is free to withdraw at any point without prejudice, together with an explanation concerning confidentiality, data use and storage and any complaint

procedure applicable to the client.

7.2 **Confidentiality**

7.2.1 It is of paramount importance that all Members must preserve the confidentiality of sensitive information acquired in their work and research, which must not be devolved without prior written consent of a client or research participant (other than in accordance with the law).

7.2.2 All Clients and research participants must be informed that they have a right to a copy of such information relating to them and all Members must supply a copy if so requested. It is deemed to be good practice to supply copies in any event, as a matter of course.

8 Data protection and responsibility

8.1 The storage and use of individually identifiable and sensitive data must be carried out in accordance with the provisions of the Data Protection Act 2018 (the "Act") and General Data Protection Regulation 2016/679 (the "Regulation") and Members must ensure that they are familiar with the principles established by the Act and the Regulation and that their working practices accord with those principles.

8.2 The obtaining of research data and its presentation/publication must be unbiased and responsible. Validity, objectivity and reliability are key principles and caution should be exercised with the interpretation and explanation of test results.

8.3 Members should seek to maximise the accessibility of research findings and, wherever appropriate, publish them in the interest of both science and applied practice.

8.4 Publication of research findings must not disclose the identity of any individual client unless the prior written consent of the individual is obtained and any such use, storage and disclosure of the information must be conducted in accordance with the Act and the Regulation.

9 Competence

9.1 Members must recognise their limitations in qualifications, experience, expertise and competence and must operate within these limits, restricting the interpretation of results to research findings to those that they are qualified to give and in employing any equipment and techniques which they are qualified to use.

9.2 Members must undertake appropriate Continuing Professional Development (CPD) and be able to record this appropriately and demonstrate this to others.

9.3 Any matter whose essence appears to lie within another specialist field outside BASES or another discipline within BASES, must be referred to an appropriate professional within such a field.

9.4 Members must not misrepresent their qualifications, experience or expertise in any way or exaggerate or mislead clients in respect of the effectiveness of any techniques they undertake.

9.5 Professional Members should seek to become accredited where and when appropriate.

9.6 All Members must be knowledgeable in respect of contemporary research and practice.

10 Professional and personal conduct

10.1 Members' paramount concern must be the well-being of their clients and participants.

10.2 Members must conduct themselves in such a way that brings credit to their specialist areas.

10.3 Members must comply with the Social Media Policy and conduct themselves in a professional manner when posting on social media and commenting on other user's social media posts. Members must not use social media in a way that brings, or is likely to bring, BASES into disrepute.

10.4 Members must practice and work only if they are fit to operate effectively and professionally.

10.5 Members must comply with the rules and regulations set out by other professional and/or educational bodies they are members of and/or are employed by.

10.6 Members must not exploit relationships with Clients or participants for personal gain or gratification.

10.7 Members must promote and protect the safety and interest of Clients.

10.8 Members must try to be totally unbiased and objective in their practices and actions.

10.9 Members must ensure, where appropriate, the highest standards of safety, working practices and research both in respect of work undertaken by Members themselves or by others under their supervision.

10.10 Members must respond, with all due expedition, to any enquiry from any Client or any other member of BASES or any committee of BASES.

10.11 Members must raise concerns about malpractice in accordance with the Whistleblowing Policy.

10.12 Members must ensure that suitable insurance indemnity cover is in place for all areas of work that they undertake.

10.13 Members must not do any act or thing, or omit to do any act or thing, which in any way brings, or is likely to bring, BASES into disrepute.

11 Officers

11.1 All officers of BASES and the individual Divisions must:

(a) act with strict impartiality with respect of any matter referred to them for consideration as officers.

(b) use their best endeavours to make the best use of all resources available to BASES in the interests of BASES and its Members.

(c) make a prior declaration in respect of any matter in which they have direct or indirect personal interest.

(d) not take part in any part of or vote on any matter in which they have a direct or indirect personal interest.

12 Monitoring

12.1 BASES will:

(a) maintain accurate and current records as required by legislation or as good practice.

(b) annually consult with Divisions to consider how well the Code is being implemented, and to review its content every two years.

13 Implementation

13.1 BASES will:

(a) as and when BASES deems it necessary and appropriate, and in BASES' sole discretion, provide advice and training on the implementation of this Code; and

(b) implement the disciplinary procedure found in the Professional Disciplinary Policy in relation to breaches of this Code.

14 Review of policies and procedures

14.1 The Code will be reviewed by the Board on the first anniversary of its adoption and every two years hereafter, in accordance with clause 12(b) above. The purpose of each review will be to ensure that the Code remains appropriate to the aims of the Association.

14.2 BASES will seek advice each time this Code is reviewed to ensure it continues to reflect the current legal framework and good practice as the professional body for sport and exercise sciences.

Approved by the BASES Board 15 November 2021

Reviewed and updated by the BASES Board 12 February 2025.