

## **CODE OF CONDUCT**

This code of conduct is a policy framework within which all leaders and coaches must work towards achieving.

### ***Humanity***

Leaders and coaches must respect the rights and choices of each person, treating everyone equally and sensitively regardless of their gender, sexual orientation, ethnic origin, cultural background, religion or political affiliation.

### ***Relationships***

Leaders and coaches are concerned with:

- The safety, wellbeing and protection of all individuals within their charge, ensuring that all training and playing demands are not detrimental to the social, emotional, intellectual and physical needs of the individual.
- Encouraging independence through guiding participants to accept responsibility for their own behaviour and performance within training and competitive activity.
- Ensuring their behaviour is not misconstrued or open to allegations of favouritism, misconduct, or inappropriate, particularly where physical contact between coach and performer is necessary within coaching practice.
- Ensuring participants and relevant people are aware of their experience, relevant qualifications, and respecting the rights of participants to choose to consent or decline to participate within coaching or competitive situations.
- Refrain from public criticism of other leaders or coaches – especially in respect of group activities, and never in front of participants.

### ***Integrity***

Good leaders and coaches will:

- Abide by the rules
- Follow fair play and ethical guidelines
- Ensure all activities are suitable and relevant dependant on age, maturity, experience and ability of participants
- Promote the prevention and education of the misuse of performance enhancing and illegal substances

Coaches must especially:

- Accurately present and evidence upon request, details of their training qualifications and services.
- Truthfully and accurately present any claim to an affiliation, sponsorship or accreditation with any organisation
- Declare, to the appropriate body, any criminal convictions.

### ***Confidentiality***

What is accepted as confidential information should be made clear to all participating or associated with any activity.

Confidentiality does not preclude disclosure of information to persons who can be judged to have a right to know. For example:

- Recommendations for employment
- Disciplinary requirements
- Legal and medical requirements
- Recommendations to parents/family/guardian where the health and safety of participants might be at risk
- In pursuit of action to protect children and young persons from abuse

### ***Personal Standards***

Leaders and coaches must not attempt to exert undue influences and pressures in order to obtain personal benefit or reward.

Coaches must especially:

- Keep a good personal appearance that projects an image of health, cleanliness and functional efficiency
- Never smoke or vape when in the coaching environment
- Refrain from drinking alcohol to the extent that it is:
  - a. Obvious that they have been drinking
  - b. Affects their competence
  - c. Compromises participants' safety

### ***Competence***

Leaders and coaches should regularly seek ways of increasing their personal and professional development.

All coaches must be appropriately qualified, and must be receptive to employing systems of evaluation that include self-evaluation and also external evaluation in an effort to assess the effectiveness of their work.

Coaches must be able to recognise and accept when to refer or recommend participants to other coaches or structures. It is a coach's responsibility as far as practical to:

- Verify the competence of the performer
- Verify the competence and integrity of any other persons or structure to whom they refer to the performer

### ***Safety***

Leaders and coaches, within the limits of their control, have responsibility to:

- Establish a safe working environment
- Ensure as far as practical the safety of those with whom they work
- Protect children and vulnerable adults from harm and abuse.
- Fully prepare participants for activities and make them aware of their personal responsibility in terms of safety
- Ensure all activities are suitable for the experience and ability of the participants and in keeping with what is considered 'best practice'.

## ***Complaints Procedure***

Any individual or organisation wishing to make a complaint against a coach or leader, within the context of this code, should:

Report the matter to whoever engages the coach (whether paid or unpaid) and to whichever body the coach is registered.

Complaints that refer to the protection of children or vulnerable adults should be dealt with solely in accordance with the procedures contained within adopted Safeguarding Policy, or directly with the police or social services.