



# Coaches code of conduct

Coaches play a crucial role in the development of students and player's they coach.

They have a unique position of trust and the need for coaches to understand and act on their responsibilities is vital, as is the need to promote participation for fun and enjoyment.

The code of conduct for coaches reflects the principles of good coaching practice.

## Responsibilities – Professional Standards

To maximise the benefits and minimise the risks to Students and players, coaches must attain an appropriate level of competence through qualifications, and a commitment to ongoing training to ensure safe and correct practice.

## Responsibilities – Personal Standards

Coaches must demonstrate proper personal behaviour and conduct at all times.

## Rights

Coaches must respect and champion the rights of every individual to participate in sport and physical activity.

## Relationships

Coaches must develop a positive relationship with their participants (and others) based on openness, honesty, mutual trust and respect.

### 1. RESPONSIBILITIES – PROFESSIONAL STANDARDS

As a responsible athletics coach, I will:

- 1.1 abide by the terms of my CurveBall Coaching contract
- 1.2 abide by the CurveBall Coaching Child Safeguarding Policy and Child Safeguarding Procedures
- 1.3 keep my professional knowledge and skills up to date, be appropriately qualified for the activities I lead.
- 1.4 ensure I have obtained an acceptable criminal record check (DBS/Disclosure Scotland/Access

NI) (a licence will not be issued to anyone who does not have an acceptable criminal records certificate or who refuses to share the certificate with UKA/the HCAF when required)

1.5 ensure that activities I direct, or guide, are appropriate for the age, maturity, experience and ability of the individual athlete

1.6 in circumstances where I need to demonstrate a technique through physical contact, always provide an explanation and seek consent before touching the athlete (never touch an athlete aged under 18 to demonstrate a technique without another adult being present)

1.7 observe the recommended national guidance on coach/Student and player ratios

1.8 cooperate fully with others involved in the delivery of sport such as Teachers, learning assistants, parents as well as other coaches both within CurveBall and the wider sports community at large.

## 2. RESPONSIBILITIES – PERSONAL STANDARDS

As a responsible coach, I will:

2.1 consistently promote positive aspects of the sport (e.g. fair play) and never condone rule violations or adopt or encourage the use of prohibited or age-inappropriate substances or techniques

2.2 follow the relevant guidance for coaches on social media use and not post on social media any content which is inappropriate, offensive or that which would bring the company name into disrepute

2.3 be aware that my attitude and behaviour directly affects the behaviour of students and players under my supervision

2.4 avoid swearing, abusive language and irresponsible or illegal behaviour, including behaviour that is dangerous to me or others, acts of violence, bullying, harassment, and physical and sexual abuse

2.5 avoid destructive behaviour and leave venues in a better state than I find them

2.6 not carry or consume alcohol or illegal substances while coaching or attending events directly linked to coaching. This includes coming into work hung over.

2.7 avoid carrying any items that could be dangerous to me or others, excluding equipment used in the course of my activity

2.9 challenge inappropriate behaviour and language by others and report any suspected misconduct by other coaches or other people involved to both the school/Venue and Curveball Coaching's Safeguarding Team as soon as possible

2.10 act ethically, professionally and with integrity, and take responsibility for your actions.

## 3. RIGHTS

As a responsible coach, I will:

3.1 provide coaching services without discrimination on grounds of age, gender, sexual, cultural, ethnic, disability or religious preference

3.2 respect the rights, dignity and worth of every student or player and treat everyone equally, regardless of background or ability

3.3 make the athlete's health and welfare my primary and overriding concern

3.4 report any accidental injury, distress, misunderstanding or misinterpretation to the school/ Curveball Coaching as soon as possible

3.5 never exert undue influence to obtain personal benefit or reward

3.6 in no way undermine, put down or belittle other coaches or practitioners, or allow those behaviours to exist within the groups that I lead / manage

#### 4. RELATIONSHIPS

As a responsible athletics coach, I will:

4.1 at the outset, clarify with Students or players exactly what it is that is expected of them and what Students or players are entitled to expect from me

4.2 develop healthy and appropriate working relationships with students or players based on mutual trust and respect, especially with those athletes under 18 years or who are adults at risk

4.3 never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with **anyone** under 18

years of age. A violation of this code will result in a withdrawal of your working contract as well as your information being passed to the relevant authorities.

4.4 avoid spending time alone with young athletes (under 18) unless clearly in the view of other adults. This as much for your protection as theirs.

#### BREACH OF THE CODE OF CONDUCT

I understand that if I do not follow the code, I may be in breach of the terms and conditions of my employment contract and could be subject to disciplinary action up to and including termination as well as having your details passed to the relative authorities (if necessary) as a consequence of such disciplinary action the following sanctions may be imposed –

I may:

- receive a verbal warning

- receive a written warning
- be monitored by another coach
- be required to attend supplementary training
- be suspended by the club/HCAF/UKA
- be required to leave or be dismissed by the club/HCAF/UKA
- be referred to DBS/Disclosure Scotland/AccessNI.

Print name .....

Signature .....

Date .....