

Code of Conduct for Coaches

The coaches involved in Glasgow Schools' Rowing Club have a great opportunity to be a positive role model and help build an individual's confidence.

As such all coaches are expected to abide by the following code of conduct:

- Make our club a friendly and welcoming place to be.
- Hold relevant, up to date and recognised coaching qualifications, safeguarding training, insurance and a valid PVG.
- Make a personal commitment to keep yourself informed of sound coaching principles and the principles of growth and development of children.
- Identifying and meeting the needs of individual athlete.
- Clarify, at the outset, with athletes (and where appropriate with their parents) exactly what is expected of them and what athletes are entitled to expect from their coach.
- Develop an appropriate working relationship with athletes, based on mutual trust and respect that empower and includes, athletes in the decision making process.
- Take time to explain coaching techniques to ensure they are clearly understood.
- Respect children's trust and rights whilst being honest and open with them.
- Listen to the opinions and any concerns that parents or athletes might have.
- Ensure the rights and responsibilities of athletes are enforced.
- Creating an environment in which individuals are motivated to maintain participation and improve performance.
- Improving performance through a progressive programme of safe, guided practice measured performance and/or competition.
- Implement our safeguarding policy and procedures.
- Ensure the safety of all children by providing effective supervision, proper pre-planning of coaching sessions and using safe methods at all times.
- Make sure you've got appropriate staffing ratios of adults to participants before the session begins.
- Ensure that the equipment and facilities meet safety standards and are suitable for training.
- Consider the wellbeing and safety of participants before the development of performance.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.

- Recognise the developmental needs and capacity of each athlete and avoid excessive training and competition, pushing them against their will and putting undue pressure on them.
- Encourage and guide athletes to accept responsibility for their own behaviour and performance by giving enthusiastic and constructive feedback.
- Encourage athletes to value their effort in performance and not just results.
- Treat all young people fairly and ensure they feel valued. Have no favourites.
- Never use sanctions that humiliate or harm young people.
- Follow the advice of a physician or other qualified medical professionals when an athlete is injured.
- Maintain confidentiality about sensitive information.
- Develop positive relationships with parents.
- Promote respect for the ability of opponents as well as for volunteers, officials and fellow coaches.
- Be positive, approachable and offer praise to promote the objectives of the club at all times.
- Encourage all children not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability.
- Never ignore, tolerate or engage in any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.
- Never exert undue influence to obtain personal benefit or reward. In particular, coaches must not use their position to establish or pursue a sexual or improper relationship with an athlete or someone close to them.
- Not abuse members physically, emotionally or sexually.
- Not let any allegations of abuse of any kind or poor practice go unchallenged or unrecorded. Incidents and accidents to be recorded in line with the club's procedures.
- Consistently display high standards of behaviour and appearance, be an excellent role model including not smoking or drinking or using foul language in the company of athletes.
- Always promote the positive aspects of the sport (e.g. fair play) and never condone rule violations or the use of prohibited substances.

Coaches have the right to:

- Enjoy the time you spend with the club and be supported in your role.
- Be listened to.
- Be involved and contribute towards decisions within the club or activity.
- Be respected and treated fairly by the club.
- Feel welcomed, valued and not judged based on your race, gender, sexuality or ability.
- Access ongoing training and information on all aspects of their role, including safeguarding, wellbeing & protection.
- Be informed of our safeguarding and reporting procedures.
- Support in reporting suspected abuse or poor practice.
- Access professional support services.
- Be protected from physical or emotional abuse from children or parents and be supported to resolve conflicts.
- Not be left vulnerable while carrying out their role.

Any minor misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person. Serious or persistent breach of the code will result in disciplinary action and could lead to dismissal from the club.

Dismissals can be appealed by the coach/volunteer with final decisions taken by the club committee or referred to the governing body.

I have read and understood the above Code of Conduct and I agree to be bound by it:

Name (print)

Signed

Role

Date