



*Raising the bar.... Helping provide a pathway to excellence....*

## **COACHES CODE OF CONDUCT**

Coaches play a crucial role in the development of any sport, team or individuals that they may be involved with. Good Coaches ensure that individuals in sport have positive experiences and there for are more likely to continue their sport and achieve their potential.

Coaching is an emerging and increasing profession, and must demonstrate at all levels a high degree of honesty, competence and integrity. The need for coaches to understand and act on their responsibilities is of critical importance to sport, as is the need to protect the key concept of participation for fun and enjoyment as well as achievement. This, along side good coaching practice promotes a professional image. This code of conduct is based on that of Sports Coach UK and defines all the best in good coaching practices.

### **Aim**

To provide an environment in which participants and coaches can ensure that the delivery of sport can provide fun, enjoyment and achievement, which reach and maintain the highest possible standards of performance, behavior and coaching delivery.

### **1. Rights**

*Coaches must respect and champion the rights of all individuals to participate in sport*

### **Coaches Should –**

- Create an environment where every individual has the opportunity to participate in a sport or activity of their choice.
- Create and maintain an environment free of fear and harassment.
- At all times respect individuals basic human rights and operate without discrimination on grounds of gender, race, colour, language, religion, political or any other option .
- Promote the concept of a balanced lifestyle, supporting the individuals well being both in and out of the sport.

### **Actions –**

- Treat all individuals in sport with respect at all times.
- Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.
- Do not condone or allow any form of discrimination to go unchallenged.
- Do not publicly criticise or engage in demeaning descriptions of others.
- Communicate and provide feedback to athletes in a manner which reflects respect and care.
- Be discreet in any conversations about athletes, coaches or any other individuals.

## 2. Relationships

*Coaches must develop a relationship with athletes based on openness, honesty and mutual respect*

### Coaches –

- Must not engage in behaviour that constitutes and form of abuse (physical, sexual, emotional, neglect, bullying)
- Should promote the welfare and best interests of their athletes
- All personnel working must be responsible for the setting of boundaries between working relationships and friendships with their athletes. This is particularly important when working with young athletes.
- Must take action if they have a concern about the behaviour of an adult towards a child.

### Action -

- Be aware of the physical needs of athletes, especially those still growing, and ensure that training loads and intensities are appropriate.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the athletes full consent and approval.
- Do not engage in any form of sexually related contact with an under age athlete. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms.
- Inform parents immediately if you are at all concerned about the welfare of a child.
- Discuss with parents and other interested parties the potential impact of the programme on the athlete.

## 3. Responsibilities – Personal Standards

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

### Coaches –

- Must be fair, honest and considerate to athletes and others in their sport.
- Should project an image of health, cleanliness and functional efficiency.
- Must be positive role models for athletes at all times.

### Actions -

- Operate within the rules and the spirit of your sport.
- Educate athletes on issues relating to the use of performance enhancing drugs in sport and co-operate fully with UK Sport and NGB policies.
- Maintain the same level of interest and support when an athlete is sick or injured.
- Display high standards in use of language, manner, punctuality, preparation and presentation.
- Encourage athletes to display the same qualities.
- Do not smoke, drink alcohol or use recreational drugs before or while coaching.
- This reflects a negative image and could compromise the safety of your athletes.
- Display control, respect, dignity and professionalism to all involved in your sport.

#### 4. Responsibilities – Professional Standards

*Coaches must demonstrate proper professional behaviour and conduct at all times*

##### Coaches will –

- Provide a safe environment that maximises benefits and minimises risks to athletes in achieving their goals.
- Be professional and accept responsibility for their actions.
- Make a commitment to providing a quality service to their athletes.
- Actively promote the positive benefits to society of participation in sport.
- Contribute to the development of coaching as a profession by exchanging knowledge and ideas with others.
- Gain NGB coaching qualifications appropriate to the level at which they coach.

##### Actions –

- Follow the guidelines of BCW Sports Services & the appropriate NGB
- Only allow participation if there is no risk to the athlete.
- Plan all sessions so they meet the needs of the athletes and are progressive and appropriate.
- Maintain appropriate records of your athletes (Attendance register, Medical details, Emergency contact details)
- Recognise and accept when it is appropriate to refer an athlete to another coach or specialist.
- Seek to achieve the highest level of qualification available.
- Maintain up-to-date knowledge of technical developments in your sport.
- Be aware of the social issues and how your sport can contribute to local, regional or national initiatives.
- Actively contribute to local, regional and national initiatives to improve the standards and quality of coaching both in your sport and sport in general.
- Practise in an open and transparent fashion that encourages other coaches to contribute to or learn from your knowledge and experience.
- Engage in self-analysis and reflection to identify your professional needs.
- Manage your lifestyle and coaching commitments to avoid burnout that might impair your performance.
- Do not assume responsibility for any role for which you are not qualified or prepared.

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