

CODE OF CONDUCT: COACHES

adopted by City of Salisbury Athletics & Running Club (“the Club”)

Coaches play a crucial role in the development of athletics and in the lives of the athletes they coach. They have a unique position of trust in athletics 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 risk to athletes, 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.

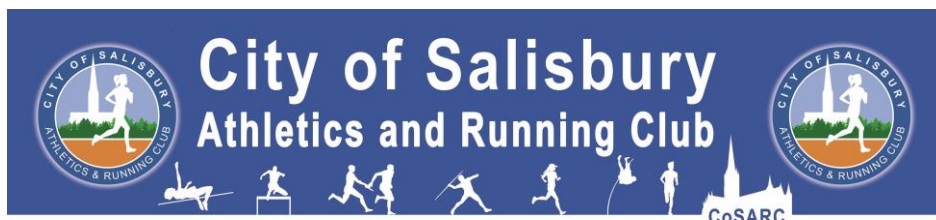
Relationships

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 UKA coaching licence
- 1.2. abide by the UKA and the HCAF Child Safeguarding Policy and Child Safeguarding Procedures
- 1.3. abide by the UKA and the HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures
- 1.4. keep my professional knowledge and skills up to date, be appropriately qualified for the activities I lead, and renew my coach licence as and when required by UKA
- 1.5. 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 the UKA/the HCAF when required)
- 1.6. ensure that activities I direct, or guide, are appropriate for the age, maturity, experience and ability of the individual athlete
- 1.7. be aware of the current national and international regulations on anti-doping in sport. I will not assist, support, or ignore practices, policies or procedures that contravene national or international anti-doping regulations



- 1.8. never try to recruit, either overtly or covertly, athletes who are already receiving coaching. (If approached by an athlete receiving coaching, refer them immediately to the coach currently providing coaching support)
- 1.9. never make gratuitous or unnecessary physical contact with children, young people, athletes or other coaches. (Physical contact should only take place in the interests of and for the benefit of the child/young person/athlete, rather than the coach involved). 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).
- 1.10. observe the recommended national guidance on coach/athlete/ratios.
- 1.11. co-operate fully with others involved in the sport including but not limited to technical officials, team managers, other coaches, doctors, physiotherapists, sports scientists and representatives of the governing body.

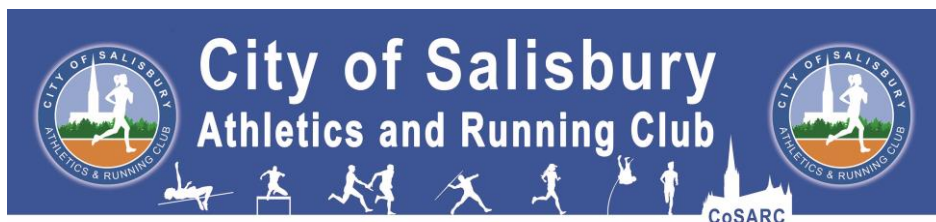
2. Responsibilities – Personal Standards

As a responsible athletics coach, I will:

- 2.1. not bring myself, the sport or my club into disrepute
- 2.2. not engage in behaviour that could reasonably be viewed as inappropriate
- 2.3. consistently promote positive aspects of the sport (eg fair play) and never condone rule violations or adopt or encourage the use of prohibited or age-inappropriate substances or techniques
- 2.4. never engage in the massage of an athlete under the age of 18 years
- 2.5. not engage in the massage of an athlete aged 18 years or over unless I have an up-to-date and recognised qualification in sports massage or another relevant qualification from a recognised body or authority to engage in the massage of an athlete aged 18 years or over
- 2.6. follow the relevant guidance for coaches on social media use and not post on social media any content which is inappropriate or offensive
- 2.7. be aware that my attitude and behaviour directly affects the behaviour of athletes under my supervision
- 2.8. avoid swearing, abusive language and irresponsible or illegal behaviour, including but not limited to behaviour that is dangerous to me or others, acts of violence, bullying, harassment and physical and sexual abuse
- 2.9. avoid destructive behaviour and leave athletics venue as I find them
- 2.10. not carry or consume alcohol or illegal substances whilst coaching or attending events directly linked to coaching
- 2.11. avoid carrying any items that could be dangerous to me or others, excluding athletics equipment used in the course of my athletics activity
- 2.12. challenge inappropriate behaviour and language by others and report any suspected safeguarding concerns or misconduct by other coaches, or other people involved in athletics, to the Club, HCAF/UKA as soon as possible.
- 2.13. act ethically, professionally, and with integrity, and take responsibility for your actions.

3. RIGHTS

As a responsible athletics coach, I will:

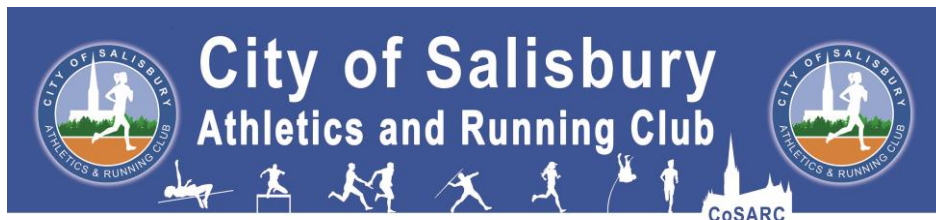


- 3.1. provide coaching services and act at all times without discrimination on grounds of age gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation.
- 3.2. respect the rights, dignity and worth of every athlete 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. respect the athlete's right to self-determination when deciding who they are coached by
- 3.5. respect the right of all athletes to an independent life outside of athletics
- 3.6. report any accidental injury, distress, misunderstanding or misinterpretation to the parents/carers and Club Welfare Officer as soon as possible
- 3.7. never exert undue influence to obtain personal benefit or reward
- 3.8. in no way undermine, put down or belittle other coaches or practitioners, or allow those behaviours to exist within the athletes and groups that I lead/manage.

4. RELATIONSHIPS

As a responsibility athletics coach, I will:

- 4.1. at the outset, clarify with athletes (and where appropriate, with parents or carers) exactly what is expected of them and what athletes are entitled to expect from me
- 4.2. develop healthy and appropriate working relationships with athletes 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, in appropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete or other person in athletes who are under 18 years of age. A violation of this code may result in a coach licence being permanently withdrawn.
- 4.4. never incite or engage in sexual activity, in appropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete or other person in athletes who is an adult at risk, whether coached by me or under my supervision or not. A violation of this code may result in a coach licence being permanently withdrawn
- 4.5. not use my position as a licensed coach to incite or engage in sexual activity, in appropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete or other person in athletes who are aged 18 years or over. In certain circumstances, a violation of this code may result in a coach licence being permanently withdrawn
- 4.6. avoid spending time along with young athletes (under 18) unless clearly in the view of other adults
- 4.7. ensure that parents/carers know and have given consent before taking a young athlete (under 18) away from the usual training venue
- 4.8. never take young athletes (under 18) alone in my vehicle
- 4.9. never invite a young athlete (under 18) alone into my home
- 4.10. never share a bedroom with a young athlete (under 18).



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 UKA licence and could be subject to disciplinary action and sanction by the Club, Home Country Athletics Federation and/or UKA and that 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 on any terms by the Club/HCAF/UKA
- Be required to leave or be dismissed by the Club/HCAF/UKA
- Have my UKA coaching licence withdrawn
- Be referred to the DBS/Disclosure Scotland/AccessNI.

In registering for members or renewing members with the Club, an individual acting as a Coach is deemed to have accepted this Code.

Please note:

- The contents of this document will be subject to revision from time to time
- This document is based on England Athletics document published on June 5, 2023