

Athletics Welfare Policy and Procedures

Code of Conduct for Coaches

As a responsible athletics Coach you will:

Respect the rights, dignity and worth of every athlete and others involved in athletics and treat everyone equally.

Place the welfare and safety of the athlete above the development of performance

Be appropriately qualified including obtaining DBS/Disclosure Scotland clearance, update your licence and education as and when required by UKA and adhere to the terms of the coaching licence

Ensure that activities you direct or guide are appropriate for the age, maturity, experience and ability of the individual athlete

At the outset clarify with athletes (and where appropriate, with parents or carers) exactly what it is that is expected of them and what athletes are entitled to expect from you

Never try to recruit, either overtly or covertly, athletes who are already receiving coaching. If approached by an athlete receiving coaching refer immediately to the coach currently providing coaching support.

Try to observe a recommended maximum ratio of 1 coach to 12 athletes at a training session or work in partnership with another coach/coaching assistant.

Cooperate fully with others involved in the sport such as technical officials, team managers, other coaches, doctors, physiotherapists, sport scientists and representatives of the governing body in the best interests of the athlete

Consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances

Encourage and guide athletes to accept responsibility for their own performance and behaviour

Develop appropriate working relationships with athletes based on mutual trust and respect, especially with those athletes under 18 years or vulnerable adults

Do not exert undue influence to obtain personal benefit or reward

A coach **MUST** strictly maintain a clear boundary between friendship and intimacy with athletes and do not conduct inappropriate relationships with athletes. Relationship with athletes can cause significant problems for other team members, raising concerns of favouritism and/or victimisation should the relationship later end

In particular, you **MUST NOT** allow an intimate personal relationship to develop between yourself and any athlete aged under 18 years. Any violation of this could result in a coach licence being withdrawn. It

may also be a criminal offence to conduct a relationship with an athlete aged under 16 years. It may also be a violation of your coaching licence to form an intimate personal relationship with a vulnerable adult coached by you.

It is strongly recommended that you do not allow intimate relationships to develop between yourself and athletes coached by you aged over 18 years.

As a responsible coach, when participating in or attending any athletics activities, including training/coaching sessions and competition events you will:

Act with dignity and display courtesy and good manners towards others

Avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse

Challenge inappropriate behaviour and language by others

Be aware that your attitude and behaviour directly affects the behaviour of athletes under your supervision

Never engage in any inappropriate or illegal behaviour

Ensure that at all times you work within your professional capacity, under no circumstances offering services you are not qualified to conduct

Avoid destructive behaviour and leave athletics venues as you find them

Not carry or consume alcohol to excess and/or illegal substances

Avoid carrying any items that could be dangerous to yourself or others excluding athletics equipment used in the course of your athletics activity

In addition, coaches should follow these guidelines on best coaching practice, in particular with young athletes or with vulnerable adults:

Avoid critical language or actions, such as sarcasm which could undermine an athlete's self esteem

Avoid spending time alone with young athletes unless clearly in the view of others to protect both yourself and the young athlete. In special circumstances, for example when coaching elite young athletes, one to one coaching sessions may form part of the required training schedule. In this circumstance, parental/guardian consent must be sought and obtained prior to sessions taking place. The coach must inform the parent/guardian of the venue for training and an emergency contact number should be provided by both the coach and parent/guardian

Avoid taking young athletes alone in your car

Never invite a young athlete alone into your home

Never share a bedroom with a child

Always explain why and ask for consent before touching an athlete

Ensure that parents/carers know and have given consent before taking a young athlete away from the usual training venue

Work in same-sex pairs if supervising changing areas

Respect the right of young athletes to an independent life outside of athletics

Report any accidental injury, distress, misunderstanding or misinterpretation to the parents/carers and club Welfare officer as soon as possible

Report any suspected misconduct by other coaches or other people involved in athletics to the Club, Regional, National or UKA welfare officer as soon as possible