



Coaches Code of Practice

Multi-Sports staff members will respect and champion the rights of every individual to participate in sport. Coaches will:

- Assist in the creation of 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.
- Recognise the rights of all participants to be treated as individuals.
- Recognise the rights of participants to confer with other coaches and experts.
- Promote the concept of a balanced lifestyle, supporting the well-being of the participant both in and out of the sport.
- Never ridicule, embarrass or abuse a child or reduce them to tears as a coaching method.
- Accept that everyone has the right to be protected from abuse. Bullying of participants will not be tolerated under any circumstances.
- Treat all individuals in sport with respect at all times.
- Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs 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.
- Be discreet in any conversations about participants, coaches or any other individuals.
- Communicate with and provide feedback to participants in a manner that reflects respect and care.
- Respect the rights, dignity and worth of anyone they meet within our sport.

Multi-Sports staff will develop a relationship with participants (and others) based on openness, honesty, mutual trust and respect. Coaches will:

- Inform participants or their parents/guardians of the requirements of the sport.
- Inform participants or their parents/guardians of any potential costs involved in accessing the coaching services on offer. Be aware of and communicate on any conflict of interest as soon as it becomes apparent.
- Do not work with any other coach's participant without first discussing or agreeing it with both the coach and the participant involved.
- Identify and agree with participants which other experts or organisations could offer appropriate services.
- Give clear instructions as to what you expect from the participants at all times.
- Staff members will not encourage participants to violate the rules and should actively seek to discourage such action. Furthermore, coaches should encourage participants to obey the spirit of such rules.

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- Coaches must accept responsibility for the conduct of their participants insofar as they will undertake to discourage inappropriate behaviour.
 - Must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying).
 - Staff members will promote the welfare and best interests of their participants.
 - Staff members will not enter into sexual intimacy with participants either while coaching them or in the period of time immediately following the end of the coaching relationship.
 - Must take action if they have a concern about the behaviour of an individual towards another individual.
 - Should empower participants to be responsible for their own decisions.
 - Be aware of the dangers of social media and ensure that the use of such media is not abused or puts the coach at any risk.
 - Be aware of the physical needs of participants, especially the developmental stage and needs of children and young people, and ensure that activity load and intensities are appropriate.
 - Ensure that physical contact is appropriate and necessary, and is carried out within recommended guidelines (provided by governing bodies of sport) with the participant's full consent and approval.
 - Do not engage in any form of sexually related contact with any participant for whom they have responsibility. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms. Coaches are in a position of power and trust in relation to participants. By entering into an intimate/sexual relationship with a participant, a coach may be deemed guilty of abusing this position and, in relation to children and young people, this may also be unlawful.
 - Inform parents or guardians immediately if you are at all concerned about the welfare of a child, unless there are concerns that this would not be in the interests of the child.
 - Follow the reporting procedures laid down by Multi-Sports if you have a concern – non-action is unacceptable.
 - Respect participants' opinions when making decisions about their participation in their sport.
 - Encourage participants to take responsibility for their own development and actions.
 - Allow participants to discuss and participate in the decision-making process.

Multi-Sports staff members must take responsibility and demonstrate proper personal behaviour and conduct at all times. Coaches:

- Must be fair, honest and considerate to participants and others in their sport.
- Should project an image of health, cleanliness and functional efficiency.
- Must be positive role models for participants at all times. Always avoid inappropriate use of alcohol and tobacco, and never condone the use of any type of enhancing drugs in the company of children.
- Operate within the rules and the spirit of your sport.

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- Display high standards in use of language, manner, punctuality, preparation and presentation.
 - Display control, respect, dignity and professionalism to all involves.
 - Ensure the environment is as safe as possible, taking into account and minimising possible risks
 - Avoid situations working with a child unobserved.
 - If any form of physical contact is absolutely necessary it should be used openly. Always explain to the child what you are doing and why the physical contact is necessary, and ask permission of the child. If possible avoid all physical contact.
 - When supervising groups of children in changing rooms, where possible, work in pairs, and never supervise children of the opposite gender to yourself.
 - Do not spend excessive amounts of time alone with children away from others.
 - Avoid taking children alone on car journeys where possible and ensure that seat belts are worn at all times.
 - Make sure that you have the player information and medical forms with you at all times. Do not take children to your home.
 - Be aware of the uses of social media, minimising risk where possible; ensure that comments do not contain abuse towards another individual, the National Governing Body, or Multi-Sports.
 - Make a commitment to providing a quality service to participants
 - Plan all sessions so they meet the needs of the participants and are progressive and appropriate.
 - Maintain appropriate records of your participants.
 - Demonstrate commitment to Continuing Professional Development (CPD) by undertaking/attending learning opportunities to maintain up-to-date knowledge of technical developments in your sport put on by Multi-Sports.
 - 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.
 - Actively promote the positive benefits to society of participation in sport, including the positive contribution sport can make to achieving improved outcomes for children and young people.
 - Contribute to the development of coaching as a profession by exchanging knowledge and ideas with others, and by working in partnership with Multi-Sports.
 - Gain governing bodies of sport coaching qualifications appropriate to the level at which they coach.
 - Recognise the developmental capacity of the child and do not push them against their will or train them excessively.
 - 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.

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- Seek CPD opportunities to develop your coaching skills and competencies, and update your knowledge.
 - 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.
 - Do not misrepresent your level of qualification.
 - Promote good coaching practice in others and challenge any poor practice that you become aware of.
 - If any injuries occur keep a detailed written record of the incident along with any treatment given. Following Multi-Sports procedures set out.
 - participant's medical and psychological problems. Coaches should not administer any medicines or drugs to their participants; unless consent has been given formally by the child's parent or guardian.
 - Coaches should refrain from public criticism of fellow coaches. Differences of opinion should be dealt with on a personal basis and more serious disputes should be referred to a Multi-Sports Head Coach
 - Coaches must treat opponents and officials with due respect both in victory and defeat and should encourage their participants to act in a similar manner.

For this code to fully impact on coaching practice and behaviour, each staff member is shown all policies before starting with Multi-Sports. If the coach does not agree with these policies they will not be allowed to work with Multi-Sports. Coaches that do should therefore take note of the following:

- Failure to adhere to the terms of the Coaches Code of Practice can result in disciplinary action.
- This Code of Practice is a constant part of a policy and procedure for dealing with allegations and complaints
- This Code of Practice is the definitive guide and benchmark measure of coaching practice in determining any need for sanctions against a coach.
- Coaches are required under the Code of Practice to keep up to date with all aspects of coaching and meet minimum standards for qualification, licensing and deployment. To aid in this process a series of Continual Professional Development (CPD) qualifications are increasingly available through the National Governing Body and Multi-Sports.
- This Code of Practice has been developed under the guidelines of Sports Coach UK and provides a guide for good and safe coaching practice.

I confirm that I have read and understand the Coaches Code of Conduct policy. I will follow this policy when working with children at a Multi-Sports event/camp:

Coaches Name:

Coaches Signature: