



CODE OF CONDUCT FOR COACHES AND GROUP LEADERS

All Coaches and Group Leaders affiliated with Wellingborough and District AC shall:-

- 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 BDS clearance, updating your licence and education as and when required by UKA and adhere to the terms of the coaching licence.
- Ensure that the 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 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.
- Try to observe a recommended ratio of 1 coach to 12 athletes at a training session or work in partnership with another coach or coaching assistant.
- Cooperate fully with others involved in the sport such as officials, managers, other coaches or group leaders, doctors and the governing body in the best interest 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 old or vulnerable adults.
- Do not exert undue influence to obtain personal benefit or reward.
- Challenge inappropriate behaviour and language by 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 or sexual abuse.
- Be aware that your attitude and behaviour directly affects the behaviour of athletes under your supervision.
- Never engage in any inappropriate or illegal behaviour.

- 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.
- 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. If you need to do this you must obtain parental/guardian consent.
- 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.

A coach or group leader **MUST** maintain a clear boundary between friendship and intimacy with athletes and **MUST NOT** conduct inappropriate relationships with athletes. Relationships with athletes can cause significant problems for other athletes, raising concerns of favouritism and/or victimisation.

In particular, you **MUST NOT** allow an intimate personal relationship to develop between yourself and any athlete under 18 years. Any violation of this could result in your Licence being withdrawn. It may also be a criminal offence.

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by: Strategy Committee

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