

Code of Conduct

This Code of Conduct applies to Athletes/Coaches and Team Managers in teams and/or taking part in activities organised by St Helens Sutton AC including training sessions and competition.

Being part of activities/competitions organised by St Helens Sutton AC your behaviour will reflect on the organisation and the sport. Accordingly, you must agree to conduct yourself in a proper manner at all times while participating as a member of St Helens Sutton AC. As a member, you agree to:

- Make a positive commitment to supporting and achieving the aims and objectives of St Helens Sutton AC.
- Conduct yourself at all times when training, competing or on duty as a member of the St Helens Sutton AC Team or within non-performance-related activity in a correct and proper manner that portrays the sport in a positive light and does not bring St Helens Sutton AC, the sport, or yourself into disrepute.
- Remain within the managed team environment at all times unless given specific permission by the Coach/Team Manager to be elsewhere.
- Project a favourable and positive image of the sport and St Helens Sutton AC by adopting high standards of behaviour and appropriate dress standards at all times.
- Behave reasonably and in a manner that shows proper respect for other athletes, coaches, club members when training, competing or representing the club.
- Refrain from excessive behaviour which would reflect badly on the sport and/or could prevent you from maintaining the highest levels of performance.
- Acts as an ambassador for St Helens Sutton AC at all times.
- Take responsibility when required or asked to do so by a member of the management team. This includes
 - Speaking up if you are unhappy about something
 - Being organised and on time for all training and events
 - Watching out for each other to ensure that no one falls into any danger
 - Not being afraid to tell fellow team members if you think their behaviour is unacceptable.
 - Ensuring that you and others do not at any time get involved in anything illegal or irresponsible.
 - Take the time to thank everyone who helps you along the way whether part of your team, event, competition or indeed anyone deserving

WELFARE

The Welfare Policy and Procedures, adopted by St Helens Sutton AC are those of its governing body these can viewed at <http://www.uka.org.uk/governance/welfare/>

If you have any concerns regarding child welfare, please contact the club welfare officer John Irwin.

CODE OF CONDUCT FOR AN ATHLETICS TEAM MANAGER

As a responsible athletics team manager you will:

- Take reasonable care in all circumstances of any athlete below the age of 18 who is at an event without someone with parental responsibility.
- Look after athletes' personal safety at event venues.
- In liaison with the club committee ensure there is an appropriate ratio of staff for the age and ability of the athletes.
- Take necessary action to ensure there are appropriate coaches, managers and helpers of the same gender as the athletes in order to avoid cross-sex chaperoning.
- Comply with any local Duty of Care and/or Child Protection policies and procedures that might be in place e.g. Local Authority or school procedures that cover particular venues or athlete groups.
- Ensure availability, throughout the training/event, of next of kin and contact details.
- Liaise with athlete's parents/carers with parental responsibility/next of kin if they become involved in an accident or a serious breach of safety or discipline while under your care.

THE RESPONSIBLE ATHLETICS COACH CODE OF CONDUCT

As a responsible coach you will:

- Respect the rights, dignity and worth of every athlete and treat everyone equally, regardless of background or ability.
- Place the welfare and safety of the athlete above the development of performance.
- Encourage and guide athletes to accept and take responsibility for their own behaviour and performance.
- Be appropriately qualified and update you licence and education as and when required by UK athletics.
- Ensure that the activities you guide or advocate are appropriate for the age, maturity, experience and ability of the individual athlete.
- Comply with any Duty of Care and/or Child Protection policies and procedures that might be in place e.g. Local Authority or school procedures that cover particular venues or athlete groups.
- At the outset, clarify with athletes (and where appropriate their 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. If approached by an athlete receiving, refer immediately to the coach currently providing coaching support.
- Co-operate fully with other colleagues (e.g. other coaches, officials, team managers, sports scientists, doctors, physiotherapists, governing body staff) in the best interests of the athlete.
- Consistently promote positive aspects of the sport (e.g. fair play) and never condone rule violations or the use of prohibited or age-inappropriate substances.
- Consistently display high standards of behaviour and appearance.

In addition, as a responsible athletics coach you must:

- Develop appropriate working relationships with athletes (especially under 18s), based on mutual trust and respect. In particular, a coach will not exert undue influence to obtain personal benefit or reward.
- Strictly maintain a clear boundary between friendship and intimacy with athletes and not conduct inappropriate relationships with athletes. Relationships with athletes can cause significant problems for other team members and can fracture teams, raising concerns of favouritism, or even of victimisation, should the relationship later end.
- You must not allow an intimate personal relationship to develop between yourself and any athlete under the age of 18. Any violation of this could result in a coach licence being withdrawn or restrictions being imposed on it.
- It is also strongly recommended that you do not allow intimate personal relationships to develop between yourself and athletes (coached or supervised by you) who are aged 18 and over.

In addition to the above Code of Conduct coaches should follow the following guidelines to ensure that they work within the best coaching practice.

Coaches should:

- Never do something for an athlete that they can do for themselves
- Avoid critical language or actions, such as sarcasm, that undermine an athlete's self-esteem
- Not spend time alone with a young athlete unless clearly in view of others
- Avoid taking a young athlete alone in your car
- Never invite a young athlete alone to your home
- Never share a bedroom with a child
- Always explain why and ask for consent before touching an athlete
- Work in same-sex pairs when supervising changing areas
- Ensure that parents/carers know about and have approved in advance if taking a young athlete away from the usual training venue
- Respect the right of young athletes to an independent life outside athletics
- Challenge inappropriate behaviour or language by others
- Report any accidental injury, distress or misunderstanding or misinterpretation. A brief written report of such incidents should be submitted to the WO as soon as possible and parents/carers notified.
- Report any suspected misconduct by other coaches or athletics personnel.