

# Coach Code of Conduct

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## Code of conduct for Coaches

*Note: Where we refer to 'parents' we mean parents and carers inclusively. The term 'children' or 'child' describes any person under the age of 18. The term coach includes helpers, young leaders, assistant coaches and activity instructors.*

As a staff coach at Uttoxeter Gymnastics Club (UGC), we'd like you to follow this guidance for the good of everyone at the club:

### The essentials

- ✓ Understand and implement our safeguarding policy and procedures.
- ✓ Report any concerns about or allegations of abuse or poor practice to our Welfare Officer team.
- ✓ Listen to any concerns that parents or young people might have.
- ✓ Consider your behaviour - do not engage in any behaviour that constitutes any form of abuse
- ✓ Respect your position of trust and maintain appropriate boundaries and relationships with young people. Engaging in sexual behaviour with any child under the age of 18 is illegal.
- ✓ Keep your coaching, safeguarding and first aid training up to date.
- ✓ Keep children in your sessions safe by supervising appropriately, using safe methods and techniques and by putting children's safety and wellbeing first.
- ✓ Make sure you've got appropriate staffing ratios of adult to participant before the session begins. If there is an issue contact the Head Coach immediately to resolve.
- ✓ Ensure any equipment is fit for purpose, safe to use and accessible.
- ✓ Respect children's trust and rights whilst being honest and open with them.
- ✓ Champion everyone's right to take part and celebrate difference in our club or by not discriminating against anyone, regardless of gender, race, sexual orientation or ability.
- ✓ Stop activity if an injury happens, administer minor first aid where required and call for help from other coaches or staff when necessary.
- ✓ Use constructive and positive methods of developing children's skills, without humiliating, belittling, or harming them.
- ✓ Behave appropriately online in accordance with our online and social media policy.
- ✓ Do not have contact either in person or digitally, or by connecting on social media with any child you coach outside of the sessions. Contact must be made appropriately through parents.
- ✓ Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst young people and also your peers.
- ✓ Lead by example when it comes to good sportsmanship, positive behaviour and

commitment to gymnastics.

- ✓ Develop positive relationships with parents and update them regularly about their child's development at appropriate times that doesn't impact your coaching.
- ✓ Make our club a friendly and welcoming place to be.
- ✓ Understand any additional needs, medical conditions or serious allergies your gymnasts may have and be clear on any treatments required. Engage with parents to help with your knowledge and understanding.
- ✓ Do not smoke or consume alcohol on our premises or before or during classes, competitions or when representing Uttoxeter Gymnastics Club.
- ✓ Think about how the way you react and behave before, during and after a class or competition.  
Be a positive role model for everyone in the club.
- ✓ Celebrate everyone's successes, not just your gymnasts.
- ✓ At competitions, accept the official's judgment.
- ✓ Get involved in club or activity decisions, it's your club too.

### What you can expect from Uttoxeter Gymnastics Club

As a staff member or volunteer, we understand you have the right to:

- ✓ Enjoy the time you spend with us and be supported in your role.
- ✓ Be informed of our safeguarding and reporting procedures and what you need to do if something isn't right.
- ✓ Have access to ongoing training in all aspects of your role.
- ✓ Be listened to
- ✓ be involved and contribute towards decisions within the club or activity
- ✓ be respected and treated fairly by us and our governing body
- ✓ feel welcomed, valued and not judged based on your race, gender, sexuality or ability
- ✓ be protected from physical or emotional abuse from children or parents and be supported to resolve conflicts.

We expect all of our coaches and volunteers to follow the behaviours and requests set out in this code.

If any coach or volunteer behaves in a way which contradicts any of the points set out above, we'll address the problem straight away and aim to resolve the issue.

Continued issues and repeated breaches of this code may result in us taking disciplinary action against you with the involvement of governing bodies and ultimately your dismissal from the organisation.