**Brighton Ultimate Coaches Code of Conduct**

Coaches play a crucial role in the development of any sport and in the lives of the performers they coach. Good coaches ensure participants have positive experiences and are therefore more likely to continue in their sport and achieve their potential.

Coaching, as an emerging profession, must demonstrate a high degree of honesty, integrity and competence at all levels. The need for coaches to understand and act upon their responsibilities is of critical importance to sport, as is the need to protect the key concept of participation for fun and enjoyment as well as achievement. This is implicit within good coaching practice and promotes a professional image of the good practitioner. This Code of Conduct defines all that is best in good coaching practice and what is expected of coaches associated with Brighton Ultimate.

**Good coaching practice needs to reflect the following key principles:**

**• Rights**

Coaches must respect and champion the rights of every individual to participate in sport.

**• Relationships**

Coaches must develop a relationship with performers (and others) based on openness, honesty, mutual trust and respect.

**• Responsibilities – personal standards**

Coaches must demonstrate proper personal behaviour and conduct at all times.

**• Responsibilities – professional standards**

To maximise the benefits and minimise the risks to performers, coaches must attain a high level of competence through qualifications, and a commitment to ongoing training that ensures safe and correct practice.

These principles are defined in more detail further in this document.e of

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| **Principle** | **Statement** | **Issues** | **Actions** |
| **Rights** | Coaches must respect and champion the  rights of every individual to participate in sport | Coaches should:  • 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 performers to be treated as individuals  • promote the concept of a balanced lifestyle, supporting the well-being of the performer 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 performers in a manner that reflects respect and care.  • Respect the rights, dignity and worth of anyone they meet within our sport. |
| **Relationships** | Coaches must  develop a relationship with performers (and  others) based on openness, honesty, mutual trust and respect | Coaches:  • must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying)  • should promote the welfare and best interests of their performers  • must avoid sexual intimacy with performers either while coaching them or in the period of time immediately following the end of the coaching relationship  • should empower performers to be responsible for their own decisions  • should clarify the nature of the coaching services being offered to performers  • Should communicate and cooperate with other organisations and individuals in the best interests of participants.  • Always be publicly open when working with children. | • Be aware of the physical needs of participants, especially the developmental stage and needs of children and young people, and ensure that training loads 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 performer’s full consent and approval.  • Do not engage in any form of sexually related contact with any performer for whom they have an ongoing responsibility. Coaches are in a position of power and trust in relation to performers. By entering into an intimate/sexual relationship with a performer, 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.  • Know and understand the relevant governing body of  sport or employer child protection/safeguarding policies and procedures in this regard and adhere to them.  • Follow the reporting procedures laid down by your employer if you have a concern – non-action is unacceptable.  • Arrange to transfer a performer to another coach if it is clear that an inappropriate or intimate relationship is developing.  • For youth, discuss with parents and other interested parties the potential impact of the programme on the participant.  • Respect performers’ opinions when making decisions about their participation in their sport.  • Encourage performers to take responsibility for their own development and actions.  • Allow performers to discuss and participate in the decision-making process.  • Discuss and agree with participants what information is confidential.  • Inform participants or their parents/guardians of the requirements of the sport.  • Identify and agree with participants which other experts or organisations could offer appropriate services.  • Give clear instructions as to what you expect from the players at all times.  • Coaches must not encourage participants to violate the rules of Ultimate and should actively seek to discourage such action. Furthermore, coaches should encourage participants to know, understand, and abide by the Spirit Of The Game.  • Coaches must accept responsibility for the conduct of their participants insofar as they will undertake to discourage inappropriate behaviour. |
| **Responsibilities**  **– personal**  **standards** | Coaches must demonstrate proper personal behaviour and conduct at all times | Coaches:  • must be fair, honest and considerate to performers 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.  • In the situation where more than one coach/responsible adult is travelling with a youth group, at least one must always be in a fit state to react at all times e.g. in case they are required to transport the children. | • Operate within the rules and the spirit of Ultimate.  • Educate performers on issues relating to the use of performance-enhancing drugs in sport and cooperate fully with Sport England and governing bodies of sport policies.  • Maintain the same level of interest and support when a performer is sick or injured.  • Display high standards in use of language, manner, punctuality, preparation and presentation.  • Encourage performers to display the same qualities.  • Do not smoke, drink alcohol or use recreational drugs before or while coaching. This reflects a negative image and could compromise the safety of your performers.  • Display control, respect, dignity and professionalism to all involved in your sport.  • Be aware of all foreign laws and cultures at all times, minimising any potential risks. |
| **Responsibilities**  **– professional**  **standards** | To maximise the benefits and minimise the risks to performers, coaches must attain a high level of  competence through  qualifications, and a  commitment to ongoing training that ensures safe and correct practice | Coaches will:  • ensure the environment is as safe as possible, taking into account and minimising possible risks  • promote the execution of safe and correct practice  • be professional and accept responsibility for their actions  • make a commitment to providing a quality service to their performers  • clarify in advance with participants and/or employers the number of sessions, fees (if any) and method of payment. They should also explore with participants and/or employers the expectation of the outcome of coaching.  • contribute to the development of coaching as a profession by exchanging knowledge and ideas with others, and by working in partnership with other agencies and professionals  • gain governing bodies of sport coaching qualifications appropriate to the level at which they coach.  • Recognise the developmental capacity of children and do not push them against their will or train them excessively.  • Avoid situations working with a child unobserved. | • Follow the guidelines of your governing body of sport or employer.  • Plan all sessions so they meet the needs of the performers and are progressive and appropriate.  • Have a commitment to work with individual club committees to determine a policy for session content. Review this policy regularly and ensure this is transparent to all club members.  • Recognise and accept when it is appropriate to refer a performer to another coach or specialist.  • Seek to achieve the highest level of qualification available.  • Demonstrate commitment to Continuing Professional Development (CPD) by undertaking/attending learning opportunities to maintain up-to-date knowledge of technical developments in your sport.  • Demonstrate a commitment to attend training and meetings with club committee members as appropriate.  • Be aware of the social issues and how your sport can contribute to local, regional or national initiatives.  • 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.  • 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.  • 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 the club committee.  • 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.  • When working with youth, 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. |

**I agree to abide by the Brighton Ultimate Coaches Code of Conduct as identified above:**

**Coach Signature:………………………………………………………… Date:………………………………………**