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# CODE OF CONDUCT FOR COACHES

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## Safety and Health of Participants

- Place the safety and welfare of the participants above all else.

## Coaching excellence

- Help each person (athlete, official, etc) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each participant as an individual.
- Obtain appropriate qualifications and work within the remit of those qualifications.
- Keep up-to-date with the latest coaching practices and continually strive to improve.
- Make best efforts to attend races and support your trainees.

## Maintaining Your Coaching Licence

- Club coaches are responsible for maintaining their coaching licence (affiliated with Snowsport England), and must be up to date in the following areas:
  - Completed core training to maintain qualification level
  - First Aid qualification, appropriate for coaching level
  - DBS certificate
  - Safeguarding certificate

These requirements must be refreshed every 3 years to maintain your coaching licence. Please see <https://www.snowsportengland.org.uk/licencing/> for more information.

## Honour the sport

- Respect the decisions of officials, coaches and administrators.
- Show respect and courtesy to all involved with the sport and encourage athletes to do the same.
- Display responsible behaviour in relation to alcohol and other drugs.

## Coaches should maintain appropriate boundaries:

### Physical boundaries

- Only use physical contact that is necessary for the development of a particular skill and seek permission of the athlete beforehand.
- Work within sight of others at all times

### Emotional boundaries

- Use positive feedback on performance, be encouraging.
- Treat all participants equally and fairly.

### Respect

- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Do not tolerate abusive, bullying or threatening behaviour and always report to CWO.

### Child Welfare

- To protect a child from risk, and yourself, avoid being alone with any particular child.
- If a child approaches you and wants to talk to you privately, do so in an open area and in sight of other adults.
- Should you see or hear anything of concern please respond, record any details and report immediately to the CWO.

### Social Media/Contact with Children

- It is not appropriate for coaches to communicate on a one to one basis with Club members under the age of 18 by social media, text, email or other forms of communication. Communications should be sent to parents.
- As a Club we have a number of trainees that have subsequently become coaches and may have pre-existing friendships with members under the age of 18. We appreciate it would be very hard to enforce the above in these circumstances and would urge these coaches to be very cautious in the use of social media to avoid putting themselves at risk.
- We realise friendships may develop but please be advised it would usually be a disciplinary offence for a coach to start an intimate relationship with someone they coach. Make sure you discuss with CWO first to ensure you do not compromise your position of trust.
- It is advised that should coaches post/comment on Club social media then they should have a 'snowsport' profile, so their home and social life is kept private.
- Do not post name, personal details or photographs of U18s on any Club social media without seeking parental permission.

I, .....have read and understood the above and will abide by it as a coach of WGC SKI RACE CLUB

Signature.....Date.....