BHSports Coaches Code of Practice

BHSports staff members will respect the rights of every individual to participate in the activities played in the camps. Coaches will:

- Create an environment where every individual has the opportunity to participate in all activities on the camp.
- Create and maintain an environment free of fear and harassment.
- Recognise the rights of all participants to be treated as individuals.
- Recognise the rights of participants to confer with other coaches and experts.
- Promote the concept of a balanced lifestyle, supporting the well-being of the participant 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 participants in a manner that reflects respect and care.
- Respect the rights, dignity and worth of anyone they meet within our sport.

BHSports staff will aim to develop a positive rapport with all participants on the camp based on openness, honesty, mutual trust and respect. Coaches will:

- Inform participants of the requirements of the sport.
- Give clear instructions as to what you expect from the participants at all times.

- Encourage participants to play by the rules and encourage all participants to obey the spirit of such rules.
- Aim to act as a positive role to all participants
- Must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying).
- Promote the welfare and best interests of their participants.
- Not enter into sexual intimacy with participants either while coaching them or in the period of time immediately following the end of the camps
- Take action if they have a concern about the behaviour of an individual towards another individual.
- Empower participants to be responsible for their own decisions.
- Be aware of the dangers of social media and ensure that the use of such media is not abused or puts the coach at any risk.
- Be aware of the physical needs of participants, especially the developmental stage and needs of children and young people, and ensure that activity load and intensities are appropriate.
- Ensure that physical contact is not appropriate
- Not engage in any form of sexually related contact with any participant for whom they have responsibility. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms. Coaches are in a position of power and trust in relation to participants. By entering into an intimate/sexual relationship with a participant, a coach may be deemed guilty of abusing this position and, in relation to children and young people, this may also be unlawful.
- Inform the Lead Coach if they are at all concerned about the welfare of a child who will then contact parents/guardians.
- Follow the Safeguarding Policy reporting procedures laid down by BHSports if they have a concern.
- Respect participants' opinions when making decisions about their participation in their sport.
- Encourage participants to take responsibility for their own development and actions.
- Allow participants to discuss and participate in the decision-making process.

BHSports staff members must take responsibility and demonstrate appropriate personal behaviour and conduct at all times. Coaches will:

- Be fair, honest and considerate to participants and others in their sport.
- Project an image of health, cleanliness and functional efficiency.
- Be positive role models for participants at all times.
- Operate within the rules and the spirit of the sport.
- Display high standards in use of language, manner, punctuality, preparation and presentation.

- Display control, respect, dignity and professionalism to all involved.
- Read and sign the risk assessment to ensure the environment is as safe as possible, taking into account and minimising possible risks.
- Avoid situations working with a child unobserved.
- When supervising groups of children in changing rooms, where possible, work in pairs, and never supervise children of the opposite gender to yourself.
- Not spend excessive amounts of time alone with children away from others.
- Not take children alone on car journeys
- Be aware of the uses of social media, minimising risk where possible; ensure that comments do not contain abuse towards another individual, the National Governing Body, or BHSports.
- Make a commitment to providing a quality service to participants
- Plan all sessions so they meet the needs of the participants and are progressive and appropriate.
- Recognise the developmental capacity of the child and not push them against their will or train them excessively.
- Practice 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 their lifestyle and coaching commitments to avoid burnout that might impair their performance.
- Promote good coaching practice in others and challenge any poor practice that you become aware of.
- If any injuries occur inform the Lead Coach who will keep a detailed written record of the incident along with any treatment given.

Following BHSports procedures set out.

- Participant's medical and psychological problems. Coaches should not administer any medicines or drugs to their participants; unless consent has been given formally by the child's parent or guardian.
- 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 Lead Coach

In order for this code to fully impact on coaching practice and behaviour, each staff member is shown all policies before starting with BHSports. If the coach does not agree with these policies they will not be allowed to work with BHSports. Coaches that do should therefore take note of the following:

- Failure to adhere to the terms of the Coaches Code of Practice can result in disciplinary action.
- This Code of Practice is a constant part of a policy and procedure for dealing with allegations and complaints
- This Code of Practice is the definitive guide and benchmark measure of coaching practice in determining any need for sanctions against a coach.
- This Code of Practice has been developed under the guidelines of Sports Coach UK and provides a guide for good and safe coaching practice.