



DAVE EARNDEN COACHING

CODE OF ETHICS & CONDUCT



This Code of Ethics and Conduct applies to all those involved in sport under the jurisdiction of **Dave Earnden Coaching**. All such individuals have a responsibility to act according to the highest standards of integrity, and to ensure that the reputation of sport is beyond reproach.

Dave Earnden Coaching is committed to maintaining the highest possible standards of behaviour and conduct at all sports programs delivered by **Dave Earnden Coaching**. The following principle must be adhered to at all times so that sport can be enjoyed by all and is divided into the following sections:

- Coaches
- Player Poaching
- Players
- Club Officials
- Parents/family
- Spectators
- Young people

General principles

All those involved in sport & PE must treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural or social background, sexual orientation, religious belief, political affiliation or any other personal characteristic/feature. Dave Earnden Coaching is opposed to any form of violent, offensive or discriminatory behaviour and will act as necessary to remove individuals from our programs who do not abide by this Code of Ethics and Conduct.

Everyone involved in sport & PE, both adults and young people, have a responsibility to treat everyone with dignity, respect, sensitivity and fairness. In particular, be aware of the special needs of young people and vulnerable adults, and recognise that some face additional barriers.

Every young person or vulnerable adult involved in sport & PE should be able to participate in an enjoyable and safe environment and be protected from abuse.

Allegations of a child protection nature relating to the breaking of this Code of Ethics and Conduct must follow the reporting procedures as contained in the Dave Earnden Coaching Child Protection Policy and Procedures.



Coaches

This Code of Ethics and Conduct is an integral part of **Dave Earnden Coaching** Coach Education Programme within which all coaches must work. It should be used in conjunction with all other **Dave Earnden Coaching** policies, procedures or recognised standards. Through this Code of Ethics and Conduct, coaches who are affiliated to **Dave Earnden Coaching** must accept their responsibility to the participants, their parents and families, to coaching and to **Dave Earnden Coaching** affiliated associations.

All affiliated coaches agree to:

- Consider the safety and wellbeing of all individuals in their charge;
- Ensure their behaviour is not misconstrued or open to allegations of favouritism, misconduct or impropriety;
- Follow guidance on good practice when working with young people/vulnerable adults and report any concerns for their wellbeing to the relevant authority or body;
- Uphold the appropriate boundaries in the working relationship between coach and player – especially when one person is aged under 18 years of age or a vulnerable adult. While the coach-player relationship exists, the coach should not only refrain from initiating a relationship, but should also discourage any attempt by a player to initiate an intimate relationship, explaining the ethical basis of the refusal;
- Ensure that all training and playing demands are not detrimental to the wellbeing of the players and are reasonable dependent upon the age, maturity, experience and ability of the players;

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- Ensure their competence and ability is sufficient so that the safety of players is not compromised:
- Encourage players to accept responsibility for their own behaviour and performance;
- Be appropriately qualified as per the requirements of the **Dave Earnden Coaching** Education Programme and regularly seek opportunities for continued professional development;
- Respect the rights of players to choose to decline to participate within coaching or playing situations;
- Ensure they hold nationally recognised qualifications and declare any affiliation, sponsorship or accreditation in a truthful and accurate manner;
- Be receptive to employing systems of evaluation that include self-evaluation and also external evaluation in an effort to assess the effectiveness of your work;
- Abide by all rules and policies of **Dave Earnden Coaching**;
- Promote prevention and education regarding the misuse of performance enhancing drugs and illegal substances;
- Declare to the appropriate body, any criminal convictions;



- Whilst working under the jurisdiction of **Dave Earnden Coaching** will only coach individuals that are registered /affiliated to **Dave Earnden Coaching**;
- Not attempt to exert undue influences and pressures in order to obtain personal benefit or reward;
- Must be able to recognise and accept when to refer or recommend players to other coaches or structures;
- Agree what information what will be treated confidentially (this does not preclude disclosure of information to persons who can be judged to have a right to know such as in matters of discipline, legal and medical requirements or where an individuals health, safety or wellbeing may be at risk);
- Communicate and co-ordinate with medical practitioners in the diagnosis, treatment and management of a players' medical/psychological problems;
- Be a positive role model;
- Project a good personal appearance of cleanliness and never smoke in the coaching environment, or coach whilst under the influence of alcohol or any other intoxicating substance;
- Never use foul, sexist or racist language or act in a violent/abusive manner;
- Refrain from undue public criticism of other coaches or match officials.

Participants

All participants agree to:

- Treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs or political affiliation;
- Treat your team-mates and opponents, coaches, club officials and match officials with respect and consideration at all times - treat them as you would like to be treated;
- Not use foul, sexist, racist language or offensive gestures at any time;
- Know and abide by the rules and spirit of the game;
- Avoid violence and rough play and help injured opponents;
- Accept the decisions of the match officials without question or complaint (let your captain or coach ask the necessary questions) and avoid words or actions which may mislead a Match Official;
- Abide by the instructions of the coach and club officials, provided they do not contradict the spirit of this Code of Ethics and Conduct or the rules of each sport;
- Not attempt to improve individual performance with the use of banned substances / techniques;



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- Condemn the use of recreation and performance enhancing drugs and abide by all anti-doping requirements;
- Give maximum effort and strive for the best possible performance through the whole game, even if it is considered already over;
- Learn to accept victory and defeat with humility and dignity and without excessive emotional displays;
- Work equally hard for yourself and your team - your team's performance will benefit and so will your own.
- Be a good sport, applaud all good performance, whether by your team or by the opponent;
- At the end of play applaud and thank your opponents and the match officials.

Parents/guardians (and other family members)

All family/guardians of participants will:

- Teach your child to treat everyone equally and sensitively regardless of their age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs or political affiliation; gender, ethnic origin or cultural background;
- Support all efforts to remove verbal, physical and racist abuse from sport;
- Not force an unwilling participant to take part in sport;
- Remember that young people are involved for their enjoyment - not yours;
- Encourage all to play by the rules and respect the match officials;
- Never ridicule or shout at a participant for making a mistake or losing a game;
- Teach that effort and teamwork are as important as victory, so that the result of each game is accepted without undue disappointment;
- Remember that young people and vulnerable adults learn best by example;
- Refrain from publicly questioning the judgement or honesty of match officials;
- Recognise the value and importance of volunteers in sport. They give their time, energy and resources to provide recreational activities for others.

Spectators

All spectators of games under the jurisdiction of Dave Earnden Coaching will:

- Do not use offensive, discriminatory or obscene language or gestures. Do not harass or verbally abuse players, coaches, match officials or fellow spectators in any form;
- Treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs or political affiliation;
- Condemn the use of violence in all forms and refrain from any violent or aggressive behaviour;
- Show respect for opponents and match officials. Without them there would be no game;
- Acknowledge good performance and fair play by opponents as well as by your own team;
- Remember the players are taking part for their enjoyment not yours;
- Do not ridicule players who make mistakes;
- Do not over emphasise the importance of winning;
- On no account should you enter the court unless authorised otherwise.



Young People

There are additional requirements for how young people should be treated by adults and how young people should treat their peers.

Adults to young people:

- Be aware of how your language and behaviour may have an effect and ensure you do not use foul language, humiliate or bully any young person;
- Make sure you are fully aware of and follow the latest guidance on working with young people;
- Treat everyone with respect and dignity, recognising the additional needs or disadvantages of those with disabilities or from minority backgrounds;
- Set a good example as young people will learn from you;
- Make sure disciplinary actions are non violent/humiliating and use rewards, praise and acknowledgment to reinforce good behaviour;
- Listen and act if a young person tells you they're being bullied or abused.

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Young people to each other should:

- Never bully, spread rumours or tell lies about other young people;
- Welcome and include new players whatever their background or ability;
- Control your emotions - verbal or physical abuse is not acceptable at any time;
- Don't show off or try to humiliate other players;
- Don't ridicule or blame team mates who make mistakes;
- Make sure you tell your coach/parents if another young person confides in you and you think they need help.