



Tay Rowing Club

Codes of Conduct: Coaches

Latest Update: May 2024

Codes of Conduct

Purpose of Document

The purpose of this document is to set out the Codes of Conduct by which all Athletes, Coaches, Parents & Carers are expected to abide by whilst associated with or representing Tay Rowing Club.

Athletes

As a member of Scottish Rowing and Tay Rowing Club, all athletes are expected to demonstrate a professional level of behaviour and commitment. Scottish Rowing and Tay Rowing Club believe it is important that all athletes, coaches, administrators, parents and officials should show respect and understanding for the safety and welfare of themselves and others at all times.

As such all athletes are expected to abide by the following code of conduct:

- Arrive at all training sessions on time, ready to participate and show commitment to the sport.
- Participate within the rules of the sport, respect decisions of coaches and officials and demonstrate respectful behaviour towards all fellow athletes and opponents.
- Always wear the appropriate kit/uniform during training and wear suitable attire to all events.
- Demonstrate positive behaviour at all times.
- No swearing or inappropriate behaviour in any public environment (i.e. whilst in the club, travelling as part of a team/squad, at team events/functions etc).
- Treat fellow athletes, coaches and staff with respect at all times. Derogatory statements about individuals will not be tolerated.
- Agree not to partake in the consumption of any controlled substances (including alcohol, nicotine and illicit drugs) that may inhibit your ability to adhere to the terms of this code.
- Treat all sports equipment and venues with respect and keep it in good condition. This includes leaving toilets and changing areas tidy at the end of sessions.
- Report any damage to crew boats promptly and using the appropriate channels.
- Inform your coach of any injuries or illness you may have before your session begins.
- Follow the instructions of coaches and staff. If you are given instructions you don't understand or agree with, challenge these in a calm and respectful manner.
- Limit the use of mobile phones to appropriate times.
- Demonstrate respectful behaviour in all areas of your life including on social media. Remember that what you post, like or share reflects on you as a person and as a member of Scottish Rowing and Tay Rowing Club.

Coaches

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

Coaching, as an emerging profession, must demonstrate at all levels a high degree of honesty, integrity and competence. The need for coaches to understand and act on 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.

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The following code of conduct was written by Sports Coach UK (www.sportscoachuk.org) and defines all that is best in good coaching practice. It is incorporated into Scottish Rowing and Tay Rowing Club's governance documents.

This Code of Conduct is a constituent part of Scottish Rowing and Tay Rowing Club's policy and procedure for dealing with allegations and complaints. It will be used as the definitive guide and benchmark measure of coaching practice in determining any need for sanctions against a coach. It is fully incorporated into Scottish Rowing's coach education processes.

It will be supported by appropriate training and resources. Coaches in breach of this Code will be liable to disciplinary action by Scottish Rowing in line with the published Disciplinary Procedures.

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. In order to achieve this objective, 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 athletes to be treated as individuals,
- Recognise the rights of athletes to confer with other coaches and experts,
- Promote the concept of a balanced lifestyle, supporting the well-being of the athlete both in and out of the sport.
- This requires the following action:
- Treat all individuals in sport with respect at all times.
- Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.
- Do not condone or allow to go unchallenged any form of discrimination.
- Do not publicly criticise or engage in demeaning descriptions of others.
- Be discrete in any conversations about athletes, coaches or any other individuals.
- Communicate with and provide feedback to athletes in a manner which reflects respect and care.

Relationships

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

In order to achieve this objective, 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 athletes,
- Must avoid sexual intimacy with athletes either while coaching them or in the period of time immediately following the end of the coaching relationship,
- Must take action if they have a concern about the behaviour of an adult towards a child,
- Should empower athletes to be responsible for their own actions,
- Should clarify the nature of the coaching services being offered to athletes,
- Should communicate and co-operate with other organisations and individuals in the best interests of athletes.

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This requires the following actions:

- Be aware of the physical needs of athletes, especially those still growing, and ensure that training loads and intensities are appropriate.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the athlete's full consent and approval.
- Do not engage in any form of sexually related contact with an underage athlete. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms.
- Inform parents immediately if you are at all concerned about the welfare of a child.
- Discuss with parents and other interested parties the potential impact of the programme on the athlete.
- Arrange to transfer an athlete to another coach if it is clear that an intimate relationship is developing.
- Know and understand the relevant Scottish Rowing and club policies and procedures in this regard.
- Follow the reporting procedures laid down by Scottish Rowing and club if you have a concern - non-action is unacceptable.
- Respect athletes' opinions when making decisions about their participation in rowing.
- Encourage athletes to take responsibility for their own development and actions.
- Allow athletes to discuss and participate in the decision-making process.
- Discuss and agree with athletes what information is confidential.
- Inform athletes or their parents of the requirements of rowing.
- Inform athletes or their parents of any potential costs involved in accessing the coaching services on offer.
- Be aware of, and communicate on, any conflict of interest as soon as it becomes apparent.
- Do not work with any other coach's athletes without first discussing or agreeing it with the coach and the athlete involved.
- In addition, in the case of an athlete under the age of 18, parental agreement must be obtained before any approach is made to coach an athlete, and the originating Club Captain (or teacher in charge of rowing) should be involved in these discussions.
- Identify and agree with athletes which other experts or organisations could offer appropriate services.

Responsibilities- Personal Standards

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

In order to achieve this objective, coaches:

- Must be fair, honest and considerate to athletes and others in rowing,
- Should project an image of health, cleanliness and functional efficiency,
- Must be positive role models for athletes at all times.
- This requires the following actions.
- Operate within the rules and spirit of rowing.
- Educate athletes on issues relating to the use of performance-enhancing drugs in sport and co-operate fully with UK sport and Scottish Rowing policies.
- Maintain the same level of interest and support when an athlete is sick or injured.
- Display high standards in the use of language, manner, punctuality, preparation and presentation.
- Encourage athletes to display the same qualities.
- Do not partake in the consumption of any controlled substances (including alcohol, nicotine and illicit drugs), before or while coaching, that may inhibit your ability to carry out your role under the terms of this code.
- Display control, respect, dignity and professionalism to all involved in rowing.

Responsibilities- Professional Standards

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

In order to achieve this objective, coaches will:

- Provide a safe environment that maximises benefits and minimises risks to athletes in achieving their goals,
- 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 athletes,
- Actively promote the positive benefits to society of participation in sport,
- Contribute to the development of coaching as a profession by exchanging knowledge and ideas with others,
- Gain Scottish Rowing coaching qualifications appropriate to the level at which they coach.

This requires the following actions:

- Follow the guidelines of Scottish Rowing or club.
- Only allow participation if there is no risk to the athlete.
- Plan all sessions so they meet the needs of the athletes and are progressive and appropriate.
- Maintain appropriate records of your athletes.
- Recognise and accept when it is appropriate to refer an athlete to another coach or specialist.
- Seek to achieve the highest level of qualification applicable.
- Maintain up-to-date knowledge of technical developments in rowing.
- Maintain up-to-date knowledge and understanding of other issues that might impact on both you and your athletes.
- Be aware of the social issues and how rowing can contribute to local, regional or national initiatives.
- Actively participate in recruitment and education opportunities in rowing.
- Actively contribute to local, regional and national initiatives to improve the standards and quality of coaching both in rowing and sport in general.
- 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.
- Seek continuous professional development opportunities to develop your coaching skills and update your knowledge.
- 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

Parents & Carers

As a parent or carer of a junior member of Scottish Rowing and Tay Rowing Club you are expected to:

- Encourage your child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help your child to recognise good performance, not just results.
- Never force your child to take part in sport.
- Set a good example by recognising fair play and applauding good performances of all.
- Never punish or belittle a child for losing or making mistakes.

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- Publicly accept officials' judgements.
- Support your child's involvement and help them to enjoy their sport.
- Use correct and proper language at all times.
- Encourage and guide performers to accept responsibility for their own performance and behaviour.