



# Exeter Harriers

## Code of Practice for Club Coaches

1. All coaching personnel working with members must at all times respect basic human rights and operate without discrimination on grounds of gender, race, colour, language, religion, political or any other option.
2. All coaching personnel working with members must ensure there is a balance between the development of performance and the social, emotional, intellectual and physical needs of the individual.
3. All coaching personnel working with members must be responsible for the setting of boundaries between working relationships and friendships with their athletes. This is particularly important when working with young athletes
4. All coaches must have or be working towards a recognized UK athletics coaching qualification.
5. All coaches should encourage a spirit of fair play and good sportsmanship. Preparation of athletes for success and failure is vital.
6. All coaching personnel working with members must recognize they may have access to confidential information about their athletes and members and that confidentiality must be maintained at all times.
7. Coaches must not exert undue influence over their athletes in order to gain personal benefit or reward.
8. Coaches are responsible for the general safety of all athletes in their care. Coaching ratios for working with junior athletes are 1:12. Equipment and conditions for the session should be checked in accordance with usage guidelines.
9. Personnel working with members must consistently display high standards of behaviour and appearance.
10. Coaching personnel working with members must not leave themselves open to question especially when working with younger athletes by:
  - Staying in a room with an athlete
  - Excessive handling or touching beyond the needs of good coaching of the athlete within their care
  - Regularly transporting athletes on his/her own
  - Taking an athlete to their home or other premises unsupervised



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11. The Club will nominate a Welfare Officer whose name will be published on the Club Website together with this code of conduct for members and parents reference. The Club will ensure that this Officer has access to any required training programme.
12. All coaches who work with young athletes must submit their name for a police check. All coaches working with young athletes must attend a recognized child protection or welfare course.
13. Visitor coaches must apply to the Board and Head Coaches for permission to coach on Club training nights.
14. Any allegations of misconduct by a member must be reported to the Club Welfare Officer, who will invoke the Club's disciplinary procedure. The member may be suspended from all Club activities without prejudice pending an investigation.
15. All Coaches and Club Officials must be members of the Club and sign to acknowledge acceptance of this policy.

- I agree to adopt this code of practice

Signature of Coach \_\_\_\_\_ Date \_\_\_\_\_