

NCC/COCCV/002

Norwich Canoe Club - Code of Conduct Coaches and Volunteers February 2020

Please read in combination with our Club Policies on our website here: <https://norwichcanoecub.co.uk/for-members/codes-of-conduct/>

and the British Canoeing Coaches Policy found here https://www.britishcanoeing.org.uk/uploads/documents/Code_of_Conduct_Coaches_March_2019-final_190517_154738.pdf

It is important that all coaches and volunteers involved with children and young people understand their responsibility to safeguard children. In addition, those that deploy coaches, volunteers and officials know what standard of behaviour is acceptable.

Key Principles

Good coaching practice reflects the following key principles and Coaches hereby subscribe to standards in these areas:

1. Rights

Coaches must respect and champion the rights of every individual to participate in sport and physical activity.

2. Relationships

Coaches must develop a relationship with those they coach based on openness, honesty, mutual trust and respect.

3. Personal standards

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

4. Professional standards

To maximise the benefits and minimise the risks to participants, Coaches must attain an appropriate level of competence through qualifications, and a commitment to ongoing training to ensure safe and correct practice.

To enable you to do this

Do treat all individuals with respect at all times.

Do be discreet in any conversations about Paddlers, Coaches or any other individuals.

Do communicate with and provide feedback to Paddlers in a way that shows respect and care.

Do be aware of the physical needs of participants and ensure that training loads and intensities are appropriate.

Do ensure that physical contact is appropriate and necessary, and is carried out within recommended guidelines (provided by British Canoeing) with the participant's full informed consent and approval.

Do inform parents/guardians immediately if you are at all concerned about the welfare of a child, unless there are concerns that this would not be in the interests of the child.

Do know and understand Norwich Canoe Club's Safeguarding Policies and procedures, and follow them at all times.

Do make sure that if you require a DBS check it is kept up to date. (See Jackie)

Do arrange to transfer a participant to another Coach if it is clear that an inappropriate or intimate relationship is developing.

Do discuss with parents/guardians and other interested parties the potential impact of the programme on the participant.

Do respect Paddlers' opinions when making decisions about their participation in their sport.

Do encourage Paddlers to take responsibility for their own development and actions.

Do allow Paddlers to discuss and participate in the decision making and planning process.

Do be aware of and communicate any conflict of interest as soon as it becomes apparent.

Do operate within the rules of the Club.

Do educate participants on issues relating to the use of performance-enhancing drugs in sport and cooperate fully with UK Anti-Doping, UK Sport and governing body policies.

Do maintain the same level of interest and support when a participant is sick or injured.

Do display high standards in use of language, manner, punctuality, preparation and presentation. Encourage participants to display the same qualities.

Do display control, respect, dignity and professionalism to all involved in paddlesport and encourage participants to act in a similar manner.

Do display positive safety culture reporting accidents, incidents and near misses on the NCC or BC incident reporting system.

Do encourage participation in recruitment and keep up to date with coach education.

Do work in an open and transparent way that encourages other Coaches to contribute to or learn from your knowledge and experience.

Do promote good coaching practice in others and challenge any poor practice you observe.

Do treat others as you would wish to be treated.

Do Not:

Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs or political opinion.

Do not allow any form of discrimination to go unchallenged.

Do not publicly criticise or engage in demeaning descriptions of others.

Do not engage in any form of sexually related contact or activity with any Paddler for whom you have responsibility. This extends to 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 Paddler, a Coach may be deemed guilty of abusing this position and, in relation to children and young people, this may be unlawful.

Do not engage in any behaviour which is – or could be perceived to be – bullying of any nature.

Do not smoke, drink alcohol or use recreational drugs before or while coaching. This gives a negative image and could compromise safety.

Do not assume responsibility for any role for which you are not qualified or prepared.

Do not misrepresent your level of qualification.

Do not litter or pollute waterways.

Do not divulge information relating to participants unless it is to a person(s) who can be deemed to have a “Right to Know” including where appropriate for the evaluation of the participant for competitive selection purposes or in the pursuit of disciplinary action.

Coaches Name Signature

Date

Chairperson Signature

Review Date February 2023