



Gerrards Cross Hockey Club

Dukes Lane, Gerrards Cross, Bucks, SL9 7JZ T: (01753) 886610

Code of Conduct for Coaches

Gerrards Cross Hockey Club expects all coaches to conform to ethical standards in a number of areas. These areas are clearly laid out in this document and it is imperative that all coaches have read and understood this code before working with any group of performers.

The role of the coach within the sport is a very important one. The coach is any person who is responsible for the development of an individual or group of individuals within a specific sport. As well as the sporting development the coach is also tasked with the all round development of the player, or group of players, within the sporting context.

The coach is the mentor, the confidante and the teacher, and therefore must demonstrate exemplary behaviour at all times. The coach also has to maintain this level of behaviour when dealing with parents, assistant coaches, managers and other personnel involved in the sport.

Sports publications detailing and providing guidance relating to good conduct include sport coach UK's 'Code of Ethic and Conduct for Sport Coaches', 'Working with Children', 'The Coach in Action' and 'Protecting Children'. Coaches are strongly advised to read and apply the England Hockey's 'Child Protection Policy Document'.

Standards to Which the Coach is Expected to Perform

Personal appearance is of great importance when coaching, the coach has a responsibility to look clean and project an image of functional efficiency at all times.

- Coaches should never smoke while coaching.
- Coaches must not chew gum while coaching.
- Coaches should never coach under the influence of alcohol under any circumstances.
- Coaches should avoid using profanities during coaching sessions.

Other areas of recommended practice are:-

- Consistently project a favourable image of the sport and of coaching to the players they are working with, their parents/families/guardians, officials, spectators and the general public.
- Try and encourage performers to work within Discipline Guidelines of England Hockey and Gerrard's Cross Hockey Club.
- Make sure that the level of activity carried out by the performers is suitable for their age, strength, maturity and the ability of each individual performer.
- Encourage appropriate behaviour by the performers during both training and competition.
- Encourage the performers to abide by the rules of the sport. All performers should be encouraged to uphold the spirit of the sport.
- Help the performers to deal with victory and defeat in a sporting manner, and encourage them at all times to treat opponents with due respect.



Relationships:-

Coaches have a responsibility to set and uphold the boundaries between a working relationship and friendship between themselves and the performers. This is especially important when the performer is a young person.

It is recommended that coaches should be concerned at all times with the safety and well being of the performers. There should be a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.

If any part of the coaching process requires physical contact between coach and performers, it is recommended that coaches ensure that no action on their part could be seen as inappropriate. It is essential that all coaches are aware and adhere to the England Hockey guidelines with regard to such situations.

Coaches will undoubtedly build up strong relationships with performers, and in some cases will travel and reside with them during the course of competition. At no time is a coach to use this privilege to place undue pressure or exert influence over performers to gain personal benefit for themselves or their club.

Coaches will, in the course of a working relationship, gather much information about performers.

It is important that an appropriate degree of confidentiality is maintained and that personal information is not divulged without the permission of the performer.

Safety

Coaches have a responsibility to make sure that performers have a safe environment to work and play within.

- If an accident occurs it is recommended that coaches follow the steps laid by the club health and safety procedures
- Coaches have a responsibility to protect children from any form of abuse during training sessions, competition and whilst in their care.
- It is strongly recommended that coaches arrange adequate insurance to cover their coaching practice.
- It is recommended that any activities carried out by coaches should be suitable for the age, maturity, strength and ability of the performer.

Expectations

Coaches should clarify the level of commitment expected from Gerrards Cross Hockey with and agreement to include fees and method of payment.

Gerrards Cross Hockey club will state the expectations of the outcome of the coaching.

Coaches who start to experience conflict between obligation to their performers and to other parties must make all parties aware of the conflict in an attempt to solve it.

It is up to each individual to ensure that any monies earned during coaching should be declared to the Inland Revenue in line with current taxation laws.

Equity



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It is recommended that coaches respect the rights of every human being they work with, and treat all as equals within the context of their activity and ability. This must be regardless of age, ethnic origin, gender, religion, sexual orientation, cultural background or political affiliation. Coaches should try and ensure that any activity under their supervision is free from any form of non-equitable behaviour.

Competency

Competency to coach should be verified through the proof of qualification and should not be inferred from evidence of prior experience.

It expected that any coach will work within their level of training, experience and capability.

Gerrards Cross Hockey Club expect coaches to take responsibility for their own continuous professional development.