

# LMS Codes of Conduct

**The UK Athletics (UKA) and the Home Country Athletics Federations (HCAF) Codes of Conduct set out national standards of conduct for all clubs, coaches, officials, volunteers and athletes in the sport.**

**Every club, club member and anyone undertaking a relevant role must agree to abide by the codes of conduct either when they join a club as part of the club application process, or when they renew their club membership or UKA licence.**

**The purpose of the codes of conduct are to clarify:**

- what behaviours are acceptable and unacceptable
- the standards of practice expected
- the basis for challenging and improving practice.

**Lytchett Manor Striders (LMS) are committed to providing a safe, welcoming, and inclusive running club open to all and all Club Members are expected to abide by the Codes of Conduct.**

# Safeguarding Code of Conduct

**As an England Athletics affiliated club Lytchett Manor Striders (LMS) will:**

- adopt the UKA and HCAF Child Safeguarding Policy and Child Safeguarding Procedures, and ensure they are displayed prominently on websites and social media pages
- adopt the UKA and HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures, and ensure they are displayed prominently on websites and social media pages
- adopt the UKA and HCAF Codes of Conduct and ensure they are signed up to by those working and volunteering in regulated roles, parents/carers and athletes (clubs that have online membership processes, or utilise third party sites, must make sure the process includes a section for the applicant to read and agree to abide by the codes of conduct)
- adopt the UKA and HCAF procedures for managing safeguarding concerns
- adopt a disciplinary process for managing misconduct cases
- appoint a minimum of one Welfare Officer in line with UKA guidelines and role description for Club Welfare Officers
- ensure that all coaches and volunteers are recruited safely and are operating appropriately within the club environment (i.e. that they hold appropriate up-to-date qualifications and licences, have undertaken a satisfactory criminal record check, and are adhering to the safeguarding policies, terms and conditions of their licence and the relevant codes of conduct)
- ensure that coaches, technical officials and club officers attend recommended safeguarding training every three years
- adopt an induction process for new members that includes agreeing and signing up to the codes of conduct, safeguarding policies, discipline policy, anti-bullying policies and other relevant information
- liaise appropriately with parents/carers, officials, coaches, UKA, the relevant HCAF and other relevant people/organisations to ensure that good practice is maintained
- maintain a register of safeguarding training attended and criminal record checks completed relevant to club members, and share this register with the HCAF when asked
- ensure that contact details for Club Welfare Officers and relevant agencies are openly displayed in club environs and on club websites, and made available to anyone who requires them
- ensure that club officers and volunteers act responsibly and set an example to others, especially younger members
- respect the rights, dignity and worth of every club member and others involved in athletics

- develop an environment that promotes the wellbeing and safety of athletes above other considerations, including the development of performance
- consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances
- accept that all office bearers and committee members have a responsibility for safeguarding children's wellbeing and protecting them from harm, and are prepared to respond to any concerns of abuse or poor practice
- challenge and change poor practice
- implement any recommendations of UK Athletics or the relevant HCAF
- promote an environment where all concerns can be raised without fear of victimisation or reprisal
- ensure that everyone volunteering or working with children or adults at risk at their club attends relevant safeguarding training every three years.

# Code of Conduct: Coaches

**Coaches play a crucial role in the development of athletics and in the lives of the athletes they coach. They have a unique position of trust in athletics and the need for coaches to understand and act on their responsibilities is vital, as is the need to promote participation for fun and enjoyment.**

The code of conduct for coaches reflects the principles of good coaching practice.

## **Responsibilities – Professional Standards**

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

## **Responsibilities – Personal Standards**

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

## **Rights**

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

## **Relationships**

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

## **1. Responsibilities – Professional Standards**

As a responsible athletics coach, I will:

- 1.1** abide by the terms of my UKA coaching licence
- 1.2** abide by the UKA and the HCAF Child Safeguarding Policy and Child Safeguarding Procedures
- 1.3** abide by the UKA and the HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures
- 1.4** keep my professional knowledge and skills up to date, be appropriately qualified for the activities I lead, and renew my coach licence as and when required by UKA
- 1.5** ensure I have obtained an acceptable criminal record check (DBS/Disclosure Scotland/Access NI) (a licence will not be issued to anyone who does not have an acceptable criminal records certificate or who refuses to share the certificate with UKA/the HCAF when required)

- 1.6 ensure that activities I direct, or guide, are appropriate for the age, maturity, experience and ability of the individual athlete
- 1.7 be aware of the current national and international regulations on anti-doping in sport. I will not assist, support or ignore practices, policies or procedures that contravene national or international anti-doping regulations
- 1.8 never try to recruit, either overtly or covertly, athletes who are already receiving coaching. (If approached by an athlete receiving coaching, refer them immediately to the coach currently providing coaching support)
- 1.9 in circumstances where I need to demonstrate a technique through physical contact, always provide an explanation and seek consent before touching the athlete (never touch an athlete aged under 18 to demonstrate a technique without another adult being present)
- 1.10 observe the recommended national guidance on coach/athlete ratios
- 1.11 cooperate fully with others involved in the sport such as technical officials, team managers, other coaches, doctors, physiotherapists, sport scientists and representatives of the governing body in the best interests of the athlete.

## **2. Responsibilities – Personal Standards**

As a responsible athletics coach, I will:

- 2.1 consistently promote positive aspects of the sport (e.g. fair play) and never condone rule violations or adopt or encourage the use of prohibited or age-inappropriate substances or techniques
- 2.2 never engage in the massage of an athlete under the age of 18 years. I understand that I require an up-to-date and recognised qualification in sports massage or another relevant qualification from a recognised body or authority to engage in the massage of an athlete over 18 years
- 2.3 follow the relevant guidance for coaches on social media use and not post on social media any content which is inappropriate or offensive
- 2.4 be aware that my attitude and behaviour directly affects the behaviour of athletes under my supervision
- 2.5 avoid swearing, abusive language and irresponsible or illegal behaviour, including behaviour that is dangerous to me or others, acts of violence, bullying, harassment, and physical and sexual abuse
- 2.6 avoid destructive behaviour and leave athletics venues as I find them
- 2.7 not carry or consume alcohol or illegal substances while coaching or attending events directly linked to coaching
- 2.8 avoid carrying any items that could be dangerous to me or others, excluding athletics equipment used in the course of my athletics activity

- 2.9 challenge inappropriate behaviour and language by others and report any suspected misconduct by other coaches or other people involved in athletics to the club, HCAF/UKA Safeguarding Team as soon as possible
- 2.10 act ethically, professionally and with integrity, and take responsibility for your actions.

### 3. Rights

As a responsible athletics coach, I will:

- 3.1 provide coaching services without discrimination on grounds of age, gender, sexual, cultural, ethnic, disability or religious preference
- 3.2 respect the rights, dignity and worth of every athlete and treat everyone equally, regardless of background or ability
- 3.3 make the athlete's health and welfare my primary and overriding concern
- 3.4 respect the athlete's right to self-determination when deciding who they are coached by
- 3.5 respect the right of all athletes to an independent life outside of athletics
- 3.6 report any accidental injury, distress, misunderstanding or misinterpretation to the parents/ carers and Club Welfare Officer as soon as possible
- 3.7 never exert undue influence to obtain personal benefit or reward
- 3.8 in no way undermine, put down or belittle other coaches or practitioners, or allow those behaviours to exist within the athletes and groups that I lead / manage – including those behaviours towards other athletes or groups of athletes.

### 4. Relationships

As a responsible athletics coach, I will:

- 4.1 at the outset, clarify with athletes (and where appropriate, with parents or carers) exactly what it is that is expected of them and what athletes are entitled to expect from me
- 4.2 develop healthy and appropriate working relationships with athletes based on mutual trust and respect, especially with those athletes under 18 years or who are adults at risk
- 4.3 never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete under 18 years of age. A violation of this code may result in a coach licence being permanently withdrawn
- 4.4 never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete who is an adult at risk coached by me or under my supervision. A violation of this code may result in a coach licence being permanently withdrawn

- 4.5 not use my position as a licensed coach to incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with athletes I coach who are aged over 18 years. In certain circumstances a violation of this code may result in a coach licence being permanently withdrawn
- 4.6 avoid spending time alone with young athletes (under 18) unless clearly in the view of other adults
- 4.7 ensure that parents/carers know and have given consent before taking a young athlete (under 18) away from the usual training venue
- 4.8 never take young athletes (under 18) alone in my vehicle
- 4.9 never invite a young athlete (under 18) alone into my home
- 4.10 never share a bedroom with a young athlete (under 18).

### **Breach of the Code of Conduct**

I understand that if I do not follow the code, I may be in breach of the terms and conditions of my UKA licence and could be subject to disciplinary action and sanction by my club, Home Country Athletics Federation and/or UKA and that as a consequence of such disciplinary action the following sanctions may be imposed – I may:

- receive a verbal warning
- Receive a written warning
- be monitored by another coach
- be required to attend supplementary training
- be suspended by the club/HCAF/UKA
- be required to leave or be dismissed by the club/HCAF/UKA
- have my UKA coaching licence withdrawn
- be referred to DBS/Disclosure Scotland/AccessNI.



## Code of Conduct: Senior Athletes

As a responsible athlete, I will:

- abide by the UKA and the HCAF Child Safeguarding Policy and Child Safeguarding Procedures
- abide by the UKA and the HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures
- respect the rights of every athlete, coach, technical official and others involved in athletics and treat everyone equitably
- uphold the same sporting values away from sport as I do when I am engaged in athletics
- participate within the rules of the sport, respect decisions of coaches and officials, and demonstrate respect towards fellow athletes
- cooperate fully with others involved in the sport such as coaches, technical officials, team managers, doctors, physiotherapists, sport scientists and representatives of the governing body in my best interests and those of other athletes
- consistently promote positive aspects of the sport and never condone rule violations or the use of prohibited substances
- anticipate and be responsible for my own needs, including being organised, having the appropriate equipment and being on time
- inform my coach of any other coaching that I am seeking or receiving
- act with dignity and display courtesy and good manners towards others
- in no way undermine, put down or belittle other athletes, coaches or practitioners
- avoid swearing and abusive language whilst in athletic venues, at club functions and events, or when as part of a team/squad
- never engage in any inappropriate or illegal behaviour
- challenge and report inappropriate behaviour and language by others
- not misuse or abuse sporting equipment and venues
- not carry or consume alcohol or illegal substances while training or competing in athletics
- maintain strict boundaries between friendship and intimacy with a coach or official
- use safe transport or travel arrangements
- act ethically, professionally and with integrity, and take responsibility for your actions.



### **Breach of the Code of Conduct**

I understand that if I do not follow the code, action can be taken by my club and I may:

- be asked to apologise for my behaviour
- receive a verbal warning from my coach
- receive a verbal or written warning from the club committee
- be suspended from attending club training sessions
- be suspended from the club
- be required to leave the club.

# Club Welfare Officer: Roles and Responsibilities

A Club Welfare Officer (CWO) with the support of the club committee has the responsibility to:

- implement effective Child Safeguarding Policy and Child Safeguarding Procedures and keep them up to date
- implement effective Adult Safeguarding Policy and Adult Safeguarding Procedures and keep them up to date
- promote safeguarding at the club and encourage good practice
- respond appropriately to safeguarding concerns
- regularly report to the club's organising committee on safeguarding matters
- ensure that members of the club/volunteers/staff who are working with children and/or adults at risk are recruited safely and in line with legal requirements
- maintain records of safeguarding training attended by club members
- maintain records of club coaches and officials' licences and criminal record checks
- make sure the sports volunteers/staff, parents/carers, adults and children are aware of:
  - how to contact the CWO
  - the codes of conduct for working with children/adults at risk
  - how to respond to safeguarding concerns
- deal effectively with breaches of the codes of conduct, poor practice, or allegations of abuse
- keep up to date with developments in safeguarding
- attend the relevant safeguarding courses for the role of CWO
- complete a criminal record check through the relevant Home Country procedures
- maintain confidential records of reported safeguarding concerns and action taken
- liaise with the HCAF Welfare Officer and/or statutory agencies if/when required.

## Person Specification

- It is desirable for a Club Welfare Officer to:
- have an interest in safeguarding and welfare matters

- be friendly and approachable with the ability to communicate well with adults and children
- be willing to challenge opinion, where necessary, and to drive the safeguarding agenda
- have strong listening skills and the ability to deal with sensitive situations with empathy and integrity
- have an understanding of the importance of confidentiality and when information may need to be shared in order to protect the best interests of a child or an adult at risk
- have the confidence and ability to manage situations relating to the poor conduct/behaviour of others towards a child or an adult at risk and know when to ask for support.