

## Coaches Code of Conduct

**This code of conduct defines what is considered good and correct behaviour of all Scottish Rowing coaches.**

It reflects the values held by the coaching profession and outlines the expected conduct of members while they perform their duties.

It will also be used as a benchmark to assess whether certain behaviours are acceptable or not acceptable. As a coach, you are expected to always adhere to this code of practice.

1. RESPECT FOR PARTICIPANTS
2. INTEGRITY IN RELATIONSHIPS
3. RESPONSIBILITIES: BEHAVIOURS AND CONDUCT
4. PROFESSIONAL RESPONSIBILITIES
5. FAIR PLAY PRINCIPLES

### 1. RESPECT FOR PARTICIPANTS

The principle of respect for participants challenges coaches to act in a manner respectful of the dignity of those involved in rowing. This principle is based on the assumption that each person has value and is worthy of respect and free from harassment.

Acting with respect for participants means that coaches do not make some participants feel more or less worthy than others, based on; gender, race, place of origin, ethnicity, athletic potential, sexual orientation, religion, political beliefs, socio-economic status, marital status, age or any form of disability.

### 2. INTEGRITY IN RELATIONSHIPS

Developing professional relationships with individuals is a central part of being an effective coach. However, it must be recognised that behaving with integrity is crucial, and coaches will be expected to be honest, sincere, and honourable in their relationships with participants and others.

#### SCOTTISH ROWING COACHES:

- Must have a high degree of self-awareness and the ability to reflect critically on how your values and opinions influence others
- Should empower participants to be responsible for their own decisions
- Should clarify the nature of the coaching services being offered to participants advance
- Should communicate and cooperate with other organisations and individuals in the best interests of the participants
- Must have knowledge of and follow the Scottish Rowing Child Wellbeing and Protection and Adults at Risk Policies and procedures and take necessary actions if they have a concern over the wellbeing of a child and adults at risk. [Wellbeing & Protection - Scottish Rowing \(scottish-rowing.org.uk\)](http://scottish-rowing.org.uk)
- Must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying)
- Avoid sexual intimacy with participants over 18 years of age, while coaching them
- Coaches and others in a position of authority and trust in relation to children and participants aged 16 and 17 years must not engage in sexual relationships with them while an unequal power relationship exist

### 3. RESPONSIBILITIES: BEHAVIOURS AND CONDUCT

#### ROWING COACHES:

- Must be fair, honest and considerate to participants and others in the sport, e.g. officials, club members, race organisers, event volunteers
- Make a personal commitment to providing a quality service to participants at all times
- Must be a positive role model for participants, the club and the sport of rowing throughout Scotland
- Take pride in being a coach, this includes, projecting an image of health, wearing appropriate clothing and use of appropriate language and actions
- Should not be under the influence of alcohol or drugs when operating in the professional capacity as the coach, this includes travelling to and from as well as delivering sessions

### 4. PROFESSIONAL RESPONSIBILITIES

The principle of coaching responsibilities carries the expectation that the activities of all coaches will benefit society in general, and participants and will do no harm. Fundamental to the implementation of this principle is the notion of competence, which implies that coaches should be well-prepared and possess up-to-date knowledge of rowing so they will be able to maximise benefits and minimise risk to the participants.

#### ROWING COACHES MUST:

- Ensure that the environment is as safe for training and competition, taking into account and minimising possible risks
- Any physical contact with participants should be appropriate to the situation necessary for the participants skill development. Always ask prior permission if contact is required
- Promote the execution of safe and correct practice at all times
- Be professional in their work and accept responsibility for their actions
- Make a commitment to providing a quality service to their participants
- Recognise the power inherent in the position as a coach
- Contribute to the development of rowing coaching by exchanging knowledge and ideas with others
- Acknowledge the limitations of their knowledge and competence
- Obtain appropriate coaching qualifications to the level of operation required
- Ensure they hold a valid and appropriate insurance policy for their coaching activities
- If coaching under 18s it is your responsibility obtain a PVG check from your club. In addition, coaches with under 18s must complete a [Child Wellbeing and Protection in Sport Course](#). The Child Wellbeing and Protection in Sport course must be renewed every 3 years.

### 5. FAIR PLAY PRINCIPLES

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**The following are examples of fair play behaviours for coaches, participants, and umpires:**

**ROWING COACHES:**

- Follow all the rules and never seek to deliberately break a rule
- Aim to compete fairly, using talent and ability to win; refuse to win by illegal means or by cheating
- Respect all race umpires, and their decisions, without doubting their integrity
- Recognise and acknowledge good performances by others
- Maintain dignity in all circumstances, and demonstrate self-control
- For the coaches – know the rules and regulations well, and always apply them with impartiality
- Never condone the use of any illegal or prohibited substances according to the WADA code to enhance a participant's performance