



# COACHES CODE OF ETHICS & CONDUCT

**Reviewed annually by Senior Management  
Last reviewed August 2024**

Signed \_\_\_\_\_

A handwritten signature in dark blue ink, appearing to read 'J O'Connor', is positioned above a horizontal line.

**Jason O'Connor (Managing Director)**

## Code of Ethics and Conduct – Coaches

**We all have a duty of care towards children and can help to protect them from abuse. As a coach, you will play a vital part in the development of individuals through enhancing their enjoyment and performance in sport.**

This is achieved by:

- identifying and meeting the needs of individuals;
- improving performance through a progressive programme of safe, guided practice, measured performance and/or competition;
- creating an environment in which individuals are motivated to maintain participation and improve performance

You should therefore comply with the principles of good ethical practice listed below:

- 1 You must respect the rights, dignity and worth of every person and treat everyone equally, fairly and sensitively within the context of their sport.
- 2 You must place the well-being and safety of children and young people above the development of their performance. You must follow all guidelines laid down by the sport's governing body and must hold appropriate qualifications and insurance cover.
- 3 You must develop an appropriate working relationship with participants, based on mutual trust and respect. You must avoid any behaviour which might allow an inappropriate relationship to develop with a child or young person, who holds you in a position of trust.
- 4 You must not exert undue influence on a child or young person to obtain personal benefit or reward.
- 5 You must encourage and guide children and young people to accept responsibility for their own behaviour and performance.
- 6 You must ensure the activities you direct or advocate are appropriate for the age, maturity, experience and ability of the participants.
- 7 You should, at the outset, clarify with participants (and where appropriate with their parents) exactly what is expected of them and what participants are entitled to expect from their coach.
- 8 You should cooperate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the participants.
- 9 You should always promote the positive aspects of sport (e.g. fair play) and never condone rule violations or the use of prohibited substances.
- 10 Personal hygiene is of the utmost importance and it is imperative that you are presented in a clean and tidy fashion every day – body odour or unwashed clothes are absolutely unacceptable and may result in your being sent home.

## Code of Ethics and Conduct – Coaches /Cont.

- 11 You must be on your best behaviour at all times when representing ESS.
- 12 No smoking or foul language
- 13 Your mobile phone **MUST** be switched off during working hours. You can only use your mobile if completing ESS registers in Extra-Curricular clubs.
- 14 Ensure that any accident or incident is passed on verbally to parents, carers or teachers

**It is important to SAFEGUARD yourself from situations which could leave you open to the possibility of accusation. The following points are to be strictly adhered to:**

**Do:**

- Avoid situations where you could be alone with one child
- Keep doors open if working in an enclosed environment
- Exercise extreme caution where physical contact with a child is require
- Give appropriate and professional feedback to parents if and when requested

**Don't:**

- Personally take part in rough or physical games with children
- Take ANY photographs of children without their parent's or school's written consent
- Allow or engage in inappropriate touching of a child
- Allow children to use inappropriate language
- Be left alone with a child without another adult knowing why
- Do things of a personal nature that children can do for themselves
- Let allegations made by a child go unchallenged or unrecorded