



CODE OF CONDUCT FOR COACHES

VERSION CONTROL

Version	Date Amended	Amended By	Reason
1.0	01/09/2007		Issued
2.0	17/08/2011		Revised logo
3.0	02/12/2015	Jim Hay	Updating
4.0	21/04/2016	Compliance Group	Approval
5.0	28/10/2016	MS / MMc	Updating

Introduction

Coaches play a critical role in the personal and physical development of the people they coach. Squash coaches shall therefore adhere at all times to standards of personal behaviour which reflect credit on Scottish Squash and the whole process, practice and profession of coaching.

This code of conduct has been developed to clarify and determine approved and accepted professional, ethical and moral behaviour.

Squash coaches have a responsibility to: -

- Ensure the health & safety of all players with whom they work
- Provide a safe environment that maximises benefits and minimises risks to players in achieving their goals
- Ensure that safeguarding and child protection training is up to date and PVG is updated within required timeframe (every three years).
- Create an environment in which individuals are motivated to maintain participation and improve performance
- Treat all players equally, regardless of gender, ability, place of origin, colour, sexual orientation, religion, political belief or economic status and support and act in accordance with Scottish Squash's Equity Policy
- Ensure that the activities being coached are suitable for the age, maturity, experience, ability and fitness level of the players
- Know and understand the rules of squash and coach players to play within the rules and spirit of the game at all times
- Be a positive role model and act as an ambassador for the sport of squash
- Consistently display high personal standards and professional behaviour
- Refrain from public criticism of fellow coaches and/or the Organisation (SSL) by any means including social media
- Regularly seek ways of increasing professional development and self awareness and in future to become a Licensed Coach
- Recognise and accept when to refer players to other coaches and sport specialists. Place the needs and interests of the player before their own and before the development of performance
- Foster a culture of loyalty/openness/trust/mutual respect and honesty and encourage and guide players to accept responsibility for their own behaviour and performance
- Promote the concept of a balanced lifestyle, supporting the well-being of the player both in and out of the sport of squash

Coaches must: -

- Not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying)
- Exhibit the highest standards of behaviour, and act as a role model to the players they work with.
- Develop an appropriate working relationship with players (especially children), based on mutual trust and respect. Coaches must not exert undue influence to obtain personal benefit or reward
- Avoid inappropriate sexual intimacy with players
- Take appropriate action regarding concerns of the behaviour of an adult towards a child

- Maintain confidentiality when appropriate and avoid situations that would potentially create a conflict of interest or exploit the player
- At the outset, clarify with players (and where appropriate with their parents) exactly what is expected of them and what players are entitled to expect from their coach (including detailing any video or photography work which may be undertaken as a coaching tool)
- Not solicit business away from any other coaches or clubs
- Not misrepresent their qualification, affiliations, or professional competence to any client or prospective client including in any publication, broadcast, lecture, seminar or displayed advertising
- Only undertake coaching which is within the parameters of their coaching awards/qualifications
- Have appropriate insurance
- Possess a current and valid Enhanced Disclosure Scotland form when working with children or young people
- Report all criminal convictions in a court of law to the National Squash Governing Body (Scottish Squash) at the earliest opportunity
- Support the National Squash Governing Body (Scottish Squash) in the development of squash

Complaints procedures/personal misconduct

Personal misconduct by squash coaches may give rise to disciplinary action by the National Squash Governing Body (Scottish Squash Limited).

Any individual or organisation wishing to make a complaint against a squash coach within the context of this Code of Conduct should in the first instance contact the Chief Executive Officer of Scottish Squash & Racketball.

Disciplinary procedure

The exact nature of the offence will determine the appropriate course of action in any particular situation. All coaches will be treated impartially and no acts of favouritism or discrimination will be permitted.

- A squash coach will render himself/herself liable to disciplinary action if the Code of Conduct for Squash Coaches is breached.
- The coach will be informed of the nature of the breach as laid against him/her as soon as possible and will have the opportunity and the right to state their case before any decision regarding the appropriate disciplinary action is taken.
- When the facts have been established and responsibility is clear, disciplinary action may comprise any of the following: -
Verbal warning
Written warning