



HR05-G01 COACHES CODE OF CONDUCT

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
6.0	23/07/2020	Players & Coaching Advisory Group	End of cycle review

Introduction

Coaches play a crucial 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.

Why this is important:

The Coaches Code of Conduct has a number of important functions. It:

- Sets out what behaviour is acceptable and unacceptable.
- Defines standards of practice expected from those to whom it applies.
- Forms the basis for challenging and improving practice.
- Helps to safeguard coaches by encouraging them to adhere to agreed standards of practice.
- Sets out for children and parents the standards of practice which they and the organisation should expect from those who work/volunteer with children.

Squash coaches have a responsibility to:

- Ensure the health & safety of all players with whom they work with.
- Provide a safe environment that maximises benefits and minimises risks to players in achieving their goals.
- Create an environment in which individuals are motivated to maintain participation and improve performance.
- Treat all players fairly and in accordance with Scottish Squash's Equality Policy.
- Stay up to date with the modern coaching techniques to ensure that the activities being coached are suitable for the age, maturity, experience, ability and fitness level of the players.
- Always know and understand the rules of squash and coach players to play within the rules and spirit of the game.
- 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, clubs and Scottish Squash by any means including social media.
- Regularly seek ways of increasing professional development and self-awareness.
- 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 healthy and balanced lifestyle, supporting the well-being of the player both in and out of the sport of squash.

Additional responsibilities for coaches working with children:

- Be a member of the Protecting Vulnerable Groups Scheme (PVG) and linked to Scottish Squash.
- Ensure that safeguarding and child protection training is up to date and is updated within the required timeframe (every three years).

Coaches must:

- Not engage in behaviour that constitutes any form of abuse or bullying. Exhibit the highest standards of behaviour, and act as a positive role model to the players they work with.
- Develop an appropriate working relationship with all players, based on mutual trust and respect. Coaches must not exert undue influence to obtain personal benefit or reward.
- Avoid sexual intimacy with athletes either while coaching them or in the period of time immediately following the end of the coaching relationship.
- 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.
- Report all criminal convictions in a court of law to Scottish Squash at the earliest opportunity.
- Support Scottish Squash in the development of squash.
- Obtain written parental consent from parents in respect of all children and young people they are coaching.

Emergency action and first aid:

All coaches should understand the emergency action plan for the club/facility they are operating within in the event of an emergency. The coach should also be aware of the club/facility first aid procedures. This will include:

- Access to basic first aid equipment.
- Telephone contact if the participant is a child/young person.

Coaches have the right to:

- Support in reporting suspected abuse or poor practice.
- Access to professional support services and ongoing training.
- Fair and equitable treatment by the governing body/club.
- Be protected from abuse by adults/youths, other adult members and parents.
- Not to be left vulnerable while carrying out their role.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with Scottish Squash's Disciplinary Policy (Rules & Procedures). Any individual or organisation wishing to make a complaint against a squash coach within the context of this Code of Conduct should follow the steps outlined in section 2 of the Disciplinary Policy (Rules & Procedures).