



Code of conduct for coaches, volunteers and officials

The essence of good ethical conduct and practice is summarized below. All coaches/volunteers/officials must:

- Act with dignity and display courtesy and good manners towards others.
- Avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse.
- Challenge inappropriate behaviour and language by others.
- Be aware that your attitude and behaviour directly affects the behaviour of athletes under your supervision.
- Never engage in any inappropriate or illegal behaviour.
- Avoid destructive behaviour and leave athletics venues as you find them.
- Not carry or consume alcohol to excess and/or illegal substances.
- Avoid smoking on or near club facilities, this would include in your car if parked in sight of either tracks.
- Avoid carrying any items that could be dangerous to yourself or others excluding athletics equipment used in the course of your athletics activity.

In addition, coaches should follow these guidelines on best coaching practice, with young athletes or with vulnerable adults:

- Avoid critical language or actions, such as sarcasm which could undermine an athlete's self-esteem.
- Avoid spending time alone with young athletes unless clearly in the view of others to protect both yourself and the young athlete. In special circumstances, for example, when coaching elite young athletes, one to one coaching sessions may form part of the required training schedule. In this circumstance,

parental/guardian consent must be sought and obtained prior to sessions taking place. The coach must inform the parent/guardian of the venue.

- Consider the well-being and safety of participants before the development of performance.
- Develop an appropriate working relationship with athletes, and where appropriate their parents/guardians, based on mutual trust and respect.
- Strictly maintain a clear boundary between friendship and intimacy with an athlete.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Promote the positive aspects of the sport (e.g. fair play).
- Display consistently high standards of behaviour and appearance.
- Follow guidelines laid down by England Athletics, UK Athletics and North Belfast Harriers.
- Where appropriate hold relevant, valid qualifications and insurance cover.
- Never exert undue influence over athletes to obtain personal benefit or reward.
- Never try actively to recruit athletes who are already receiving coaching elsewhere.
- Never condone rule violations, rough play, the use of prohibitive substance or inappropriate behaviour and language.
- Be aware of and ensure the proper ratios of athletes to coach is maintained.

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