



## Code of Conduct Coaches

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A responsible sports coach helps the development of individuals through improving their performance. 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
- Abiding by the British Cycling Guidelines for Coaching Cycling

Coaches should comply with the principles of good ethical practice listed below. A coach must always:

- Hold relevant, up to date Scottish Cycling/ British Cycling recognised coaching qualifications
- Hold a valid PVG if applicable to their role
- Make sport fun, enjoyable and promote fair play
- Always work in an open environment, avoiding frequent private or unobserved situations
- Recognise the developmental needs and capacity of each individual and avoid excessive training and competition, pushing them against their will and putting undue pressure on them
- Respect the rights, dignity and worth of every person and treat everyone equally
- Place the wellbeing and safety of the individual above the development of performance
- Encourage and guide individuals to accept responsibility for their own behaviour and performance by giving enthusiastic and constructive feedback rather than negative criticism
- Build balanced working relationships based on mutual trust and respect that empower and include individuals, both youth and senior, in the decision-making process.
- Ensure that activities they deliver or advocate are appropriate for the age, maturity, experience and ability of the individual
- Clarify, at the outset, with individuals (and where appropriate with their parents) exactly what is expected of them and what individuals are entitled to expect from their coach
- Always promote the positive aspects of cycling (e.g. fair play) and never condone rule violations or the use of prohibited substances



# Kingdom Velo

- Consistently display high standards of behaviour and appearance, be an excellent role model including not smoking or drinking alcohol whilst actively coaching
- Co-operate fully with other specialists (e.g. other coaches, teachers, officials, sport scientists, doctors, physiotherapists) in the best interests of the individual
- Never engage in or tolerate any form of inappropriate behaviour and language
- Coaches must not exert undue influence to obtain personal benefit or reward. In particular, coaches must not use their position to establish or pursue a sexual or improper relationship with an individual or someone close to them
- Abide by the Scottish Cycling and British Cycling Wellbeing and Child Protection/Adult Protection policies and procedures
- Coaches should not allow allegations to go unchallenged, unrecorded, or not acted upon

Coaches have the right to:

- Access ongoing training and information on all aspects of their role, including wellbeing & protection
- Support in reporting suspected abuse or poor practice
- Access to professional support services
- Fair and equitable treatment by the governing body/club
- Be protected from abuse by individuals, other adult members and parents / spectators
- Not to be left vulnerable while carrying out their role

Breaches of the Codes of Conduct will be addressed and reported to the designated person at club level and Scottish Cycling or British Cycling (where appropriate). Persistent breaches or a single significant act will result in disciplinary action being taken.