

# Falkland Islands Hockey Association

## Code of conduct for coaching staff and volunteers



Falkland Islands Hockey Association's coaches and volunteers are involved in sport for children and young people and have a great opportunity to be positive role models and help build an individual's confidence. Staff and volunteers are expected to:

- Ensure the safety of all children by providing effective supervision, proper pre-planning of coaching sessions, using safe methods at all times
- Consider the wellbeing and safety of participants before the development of performance.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Treat all players fairly and ensure they feel valued. Have no favourites.
- Encourage all players not to discriminate on the grounds of religious beliefs, race, gender, sexuality, social classes or lack of ability.
- Not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.
- Appreciate the efforts of all players and not over-train players. Never exert undue influence over performers to obtain personal benefit or reward.
- Be positive, approachable and offer praise to promote the objectives of the association at all times.
- Not let any allegations of abuse of any kind or poor practice go unchallenged or unrecorded. Incidents and accidents to be recorded in line with the association's procedures.
- Never use sanctions that humiliate or harm players.
- Report accidents or incidents of alleged abuse or poor practice to the Lead Safeguarding Officer.
- Administer minor first aid in the presence of others and where required refer more serious incidents to the leisure centre "first aider".
- Have access to telephone for immediate contact to emergency services if required.
- Foster team work to ensure the safety of players in their care.
- Ensure the rights and responsibilities of players are enforced.
- Establish and address the additional needs of disabled participants or other vulnerable groups.
- Not abuse members physically, emotionally or sexually.
- Not engage in a sexual relationship with a child or young person for whom they are responsible
- Maintain confidentiality about sensitive information.
- Respect and listen to the opinions of people.
- Take time to explain coaching techniques to ensure they are clearly understood.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Be a role model, displaying consistently high standard of behaviour and appearance (disciplined/committed/time keeping), remember children learn by example.
- Refrain from smoking and consumption of alcohol during club activities or coaching sessions.
- Never condone rule violations, rough play or the use of prohibited substances.
- Not administering First Aid involving the removing of children's clothing unless in the presence of others.
- Make the sport/activity fun.

Coaching staff and volunteers have the right to:

- Access on-going training and information on all aspects of leading/managing activities for youths, particularly on Safeguarding.
- Support in the reporting suspected abuse or poor practice.
- Access to professional support services.
- Fair and equitable treatment by the committee/association.
- Be protected from abuse by children/youths, other adult members and parents.
- Not to be left vulnerable when working with children.

Any minor misdemeanours and general misbehaviour coaching staff/volunteers will be dealt with immediately and reported verbally to the association Chair. Serious or persistent breach of the code will result in disciplinary action and could lead to dismissal from the association/sport. Dismissals can be appealed by the coach/volunteer with final decisions taken by the association.

### **Emergency action and first aid**

All coaches and volunteers should know what to do in the event of an emergency and be aware of First Aid Procedures.

This will include:

- Access to First Aid equipment
- Access to emergency contact information for players
- Telephone contact to the Emergency Services

### **Safeguarding**

All coaching staff and Volunteers should read and sign up to the Falkland Islands Hockey Association Safeguarding Policy

Signature of staff member/volunteer:

Date:

Print name of staff member/volunteer: