



CODE OF CONDUCT

FOR CANOEING IRELAND COACHES

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Introduction

Canoeing Ireland canoe sport coaches are expected to conform to ethical standards in a number of areas: respect and dignity, relationships, commitment, co-operation, integrity, advertising, confidentiality, abuse of privilege, safety and competence. To be part of the Canoeing Ireland coaching team at home or abroad it is required that all potential coaches will sign the attached form and return it to the head of Performance (Performance Director).

1. Respect and Dignity

Coaches must respect the rights, dignity and worth of every human being and their ultimate right to self-determination. Specifically, coaches must treat everyone equitably and sensitively, within the context of their activity and ability, regardless of gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

Coaches must ensure their actions words or gestures do not breach the protected areas covered under Equality Acts.

Anyone working with any member of the canoe sport community will also need to be cognisant of the policy to promote respect and to protect dignity.

2. Relationships and boundaries

All Canoeing Ireland coaches must be concerned primarily with the well-being, safety, protection and future of the individual athlete. There must be a balance between the development of performance and the social, emotional, intellectual and physical needs of the individual.

A key element in a coaching relationship is the development of independence. Athletes must be encouraged and guided to accept responsibility for their own behaviour and performance in training, in competition, and in their domestic, academic or business life.

Coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their athletes. This is particularly important when the athlete is a different gender to that of the coach. The coach must realise that certain situations or friendly words and actions could be misinterpreted, not only by the athlete, but also by outsiders (or other members of a squad or group of athletes) motivated by jealousy, dislike or mistrust, and could lead to allegations of misconduct or impropriety.

Note: Language, gestures and interactions that occur during a sporting event will not only have an impact on the athlete but also on spectators and those attending the event. Negative displays will not only undermine the individual it can also have a negative affect on the reputation of Canoeing Ireland.

Where physical contact between coach and athlete is a necessary part of the coaching process, coaches must ensure that no action on their part could be misconstrued and that Canoeing Ireland guidelines on this matter are followed.

The relationship between coach and athlete relies heavily on mutual trust and respect. This means that the athlete should be made aware of the coach's qualifications and experience, and must be given the opportunity to consent to or decline proposals for training, performance or competition.

Note: at all times the relationship between coach and athlete should be kept on a professional basis.

3. Commitment

Coaches should clarify in advance with the Performance Director or National Coaching Panel the number of sessions, fees (if any) and method of payment. They should explore the expectation of the outcome of the coaching session. Written contracts may be appropriate in some circumstances.

Coaches have a responsibility to declare to the Performance Director of any other current coaching commitments. They should also find out if the athlete is receiving instruction from another teacher/coach. If so, the teacher/coach should be contacted to discuss the situation.

Coaches who become aware of a conflict between their obligation to their club or profession and their obligation to the national squad, must make explicit to all parties concerned the nature of the conflict, and the loyalties and responsibilities involved. Coaches must submit the appropriate coaching certificates to the Performance Director on an annual basis.

Coaches should expect a similar level of reciprocal commitment from their athletes. In particular, the athlete should inform the coach of any change in circumstances that might affect the coach/athlete relationship.

Coaches should receive appropriate acknowledgment for their contribution to the performer's progress and achievement.

4. Co-operation

Coaches should communicate and co-operate with other sports and allied professions in the best interests of their athletes. An example of such contact could be the seeking of:

- educational and career counselling for young athletes whose involvement in sport impinges upon their studies
- sport science advice through the appropriate body

Coaches must communicate and co-operate with registered medical and ancillary practitioners in the diagnosis, treatment and management of their athlete's medical and psychological problems.

5. Integrity

Coaches must not encourage athletes to violate the rules of their sport. They should actively seek to discourage and condemn such action and encourage athletes to obey the spirit of the rules. Coaches must not engage in any form of manipulation of the rules or manipulation of officials. Coaches must not engage in any form of betting, monetary or otherwise relating to their sport.

Coaches must not compromise their performers by advocating measures that could constitute unfair advantage. They must not adopt practices to accelerate performance improvement that might jeopardise the safety, total well-being and future participation of the athlete. Coaches must never advocate or condone the use of prohibited drugs or other banned performance enhancing substances. Canoeing Ireland coaches must attend regular anti-doping workshops provided by Sport Ireland and promote a culture of 'Clean, Green, Sport'.

Coaches must ensure that the activities, training and competition programs they advocate and direct are appropriate for the age, maturity, experience and ability of the individual performer.

Coaches must treat opponents with due respect, both in victory and defeat, and should encourage their athletes to act in a similar manner. **A key role for a coach is to prepare athletes to respond to success and failure in a dignified manner.**

Coaches must accept responsibility for the conduct of their performers and discourage inappropriate behaviour in training, competition, and away from the sporting arena.

6. Confidentiality

Canoeing Ireland coaches inevitably gather a great deal of personal information about athletes in the course of a working relationship. Coach and athlete must reach agreement about what is to be regarded as confidential information (i.e. not divulged to a third party without the express approval of the athlete).

Confidentiality does not preclude the disclosure of information about an athlete to persons who can be judged to have a right to know. For example:

- Evaluation for competitive selection purposes
- Recommendations for employment
- In pursuit of disciplinary action involving athlete within the sport
- In pursuit of disciplinary action by Canoeing Ireland against one of its members
- Legal and medical requirements for disclosure
- Recommendations to parents/family where the health and safety of athletes might be at stake
- In pursuit of action to protect children from abuse

7. Abuse of Privilege

The Canoeing Ireland coach is privileged to have regular contact with canoe sport athletes and occasionally to travel and reside with athletes in the course of coaching and competitive practice. A coach must not attempt to exert undue influence over the athlete in order to obtain personal benefit or reward.

Note: the intention of the coach will not be the determinate as to whether undue influence or pressure has been exerted on an athlete. The impact the actions of the coach on the athlete will determine whether the behaviour was acceptable. In situations where teams are travelling it may be a requirement that coaches of both genders travel with the team.

Coaches must consistently display high personal standards and project a favourable image of their sport and of coaching to performers, their parents/families, other coaches, officials, spectators, the media and the public.

Personal appearance is a matter of individual taste but the Canoeing Ireland coach has an obligation to project an image of health, cleanliness and functional efficiency. Failure to comply with projecting a positive image may have an impact on the reputation of Canoeing Ireland.

Canoeing Ireland coaches should never smoke while coaching.

Coaches should not drink alcohol so soon before coaching that it would affect their competence to coach, compromise the safety of the athlete or obviously indicate they had been drinking (e.g. smell of alcohol on breath). It is recommended that coaches while traveling with the senior squad should abstain from alcohol while on professional duty. Coaches traveling with junior squads must abstain from alcohol while on professional duty and during the entirety of the trip.

In all situations the relationship of coach/athlete must be maintained. This will be the case regardless of the environment. Coaches must maintain their professionalism even when attending events associated with the team.

Coaches will have access to contact information and must only use this to contact the athlete with information relating to their training needs.

8. Health & Safety

Within the limits of their control, coaches have a responsibility to ensure as far as possible the safety of the athletes with whom they work

All reasonable steps should be taken to establish a safe working environment.

The work done and the manner in which it is done should be in keeping with the regular and approved practice within canoe sport.

The activity undertaken should be suitable for the age, physical and emotional maturity, experience and ability of the performers.

Coaches have a duty to protect children from harm and abuse.

The athletes should have been systematically prepared for the activity and made aware of their personal responsibilities in terms of safety.

Coaches should ensure that their personal membership is in-date and therefore ensuring they are suitably covered by Canoeing Ireland's insurance policy before commencing coaching duties. Coaches should have the appropriate insurance which covers both public liability and personal accident through Canoeing Ireland.

Coaches should be aware that they are responsible for all athletes in their care during any club organised event or international trip. The coach's responsibility only ends when the full team have returned to the point of departure for team events. In an instance where one of the athletes decides to make alternative arrangements the coach must receive a signed release form from the athlete.

9. Advertising

Advertising by coaches in respect of qualifications, training and/or services must be accurate and professionally restrained. Coaches must be able to present evidence of current qualifications upon request. Evidence should also be available to support any claim associated with the promotion of their services.

Coaches must not display any affiliation with an organisation in a manner that falsely implies sponsorship or accreditation by that organisation.

Coaches who are operating within Canoeing Ireland's canoe sport structures must sign up to Canoeing Ireland's Volunteer Code and agree to volunteer an amount of their time to providing coaching services to clubs and members. It is acceptable for a coach to claim expenses and subsistence should it be necessary in this regard.

10. Competence

Coaches shall confine themselves to practice in those elements of canoe sport for which their training and competence is recognised by the NGB. Training includes the accumulation of knowledge and skills through formal coach education courses, independent research and the accumulation of relevant verifiable experience.

Coaches must be able to recognise and accept when to refer athletes to other coaches or agencies. It is their responsibility, as far as possible, to verify the competence and integrity of any other person to whom they refer an athlete.

Coaches should regularly seek ways of increasing their personal and professional development.

Coaches should welcome evaluation of their work by colleagues and be able to account to athletes, parents and the National Governing Body for what they do and why they do it.

Coaches have a responsibility to themselves and their athletes to maintain their own effectiveness, resilience and abilities. They should recognise when their personal resources are so depleted that help is needed. This may necessitate the withdrawal from coaching temporarily or permanently.

Canoeing Ireland reserve the right to remove/suspend a coach from duty at any level should it be deemed necessary to protect the athlete/s from unprofessional behaviour or harm and to protect the good name of Canoeing Ireland.

Please refer to the Canoeing Ireland disciplinary procedures available on the Canoeing Ireland website for further information.

Appendix 1

Acceptance of the Canoeing Ireland Code of Ethics & Conduct for Coaches

I have read the Canoeing Ireland Coaching Ethical Guidelines and agree to abide by its contents. I fully understand that I may be removed/suspended from duties pending investigation and sanction, through a properly constituted complaints/disciplinary procedure.

Signature: _____ Date: _____

Print Name: _____

Performance Director : _____

This form must be retained by the Canoeing Ireland office