

# COACHES CODE OF CONDUCT

## Introduction

This Coaches Code of Conduct outlines the standards and expectations for those involved in coaching sports clubs associated with the University of Strathclyde Sports Union (USSU). By supporting the clubs with the provision of sports coaches, our students will develop and maintain greater standards in the highly competitive area of student sport.

The Sports Union Coach Code of Conduct has been adapted from Sports Coach UK and outlines key principles and ethical standards which coaches are expected to meet ([www.sportscoachuk.org/resource/codepractice-sports-coaches](http://www.sportscoachuk.org/resource/codepractice-sports-coaches)).

## Rights

- Respect and champion the rights of every individual to participate in club sport at the University of Strathclyde.

### Coaches must:

- Assist in the creation of an environment where everyone has the chance to participate.
- Create and maintain an environment free of fear and harassment.
- Respect the right of athletes to be treated as individuals and not just consider their performance metrics.
- Promote a balanced lifestyle that considers their studies, work, personal relationships and their sport.

## Personal Standards

- Coaches have the responsibility to demonstrate high standards of personal behaviour and conduct at all times.

### Coaches must:

- Be fair, honest and considerate of athletes and others in sports.
- Project an image of health, cleanliness and efficiency.
- Be positive role models for athletes.

## Professional Standards

- Coaches have the responsibility to maximise benefits and minimise risks to athletes. They must attain and monitor high levels of competitiveness through qualifications and commit to continued professional development to ensure safe, fun and efficient practice.

### Coaches must:

- Provide and foster safe environment.
- Promote the execution of safe and correct practices.
- Be professional and accept responsibility for their actions.
- Actively promote the positive benefits of sport.

## Relationships

- Coaches must develop connections based on openness, honesty, mutual trust and respect.
- For avoidance of difficult/problematic situations and to maintain mutual respect, we strongly encourage coaches **NOT** to engage in club socials and to maintain a level of distance in this respect.

### Coaches must also:

- Maintain strict professional relationship boundaries between athlete and coach either while coaching them or in the period of time immediately following the end of the coaching relationship.
- Not allow an intimate personal relationship to develop between coach, and any athlete.
- Not engage in behaviour that constitutes any form of abuse whether it is emotional/psychological, physical, sexual, neglect or bullying.
- Empower athletes to be responsible for their own decisions.
- Clarify the nature of the coaching services being provided to athletes.

## Breach of the Code of Conduct

Coaches should be aware that any behaviour that breaches or falls below expectations set out in the coach's code of conduct will be addressed immediately, and disciplinary action may be taken in line with [Strathclyde Student's Union Disciplinary Procedure](#).

## Coaching Agreement

This Coaching Agreement sets out the terms and conditions of 'coaching' sports clubs associated to the University of Strathclyde Sports Union (USSU) Coaching is subject

to these terms and conditions and is at all times conditional on the Coach abiding by the USSU rules.

<p><b>Memberships, fees and hires</b></p> <ol style="list-style-type: none"> <li>1. USSU reserves the right to accept a coach at its sole discretion.</li> <li>2. USSU reserves the right to refuse entry to the premises by any coach or former coach whose coaching card has been suspended or terminated.</li> <li>3. A Coaching Card is personal to a coach and may not be assigned, transferred or otherwise disposed of.</li> <li>4. Every coach will be issued a Coaching Card which shall remain the property of USSU and which is strictly non-transferable. Any coach may be asked at any time to produce their Coaching Card and must do so. If a coach is unable to produce their coaching card USSU reserves the right to refuse admission.</li> <li>5. Loss or theft of a Coaching Card must be reported to USSU immediately.</li> <li>6. Coach's shall be liable for the cost of any damage or loss caused to the facilities, by them.</li> </ol> <p><b>Liability</b></p> <ol style="list-style-type: none"> <li>7. USSU's liability for damage to or loss of Coach's property, including theft or loss of items, is strictly limited to damage or loss suffered as a result of the negligence of USSU, its staff, agents or elected officers.</li> <li>8. USSU will not accept any liability for any accident or injury (including any fatality) to any Coach that may occur on the premises other than liability which may arise from the negligence of USSU, its staff, agents or elected officers. All such incidents must be reported to a USSU representative.</li> <li>9. All items of lost property are logged and will be held on the premises for no more than two weeks. Any unclaimed items will be passed to the Police where appropriate.</li> </ol> <p><b>Term and Termination</b></p> <ol style="list-style-type: none"> <li>10. Coaching Card access shall subsist for the duration of the Coaching Year.</li> <li>11. Coaching Year: 1 August – 31 July</li> </ol> <p><b>Health</b></p> <ol style="list-style-type: none"> <li>12. In accepting a Coaching Card, the coach warrants and represents that, so far as the coach is aware, the coach is in good physical condition and is capable of all forms of exercise and that such exercise would not be detrimental to their health.</li> <li>13. Without any way limiting the scope and effect of the coach's warranty given in clause 11 above, the coach is responsible for bringing to the attention of USSU any medical condition that may present a risk for a Coach engaging in any particular activity or exercise.</li> </ol>	<p><b>Suspension and Cancellation</b></p> <ol style="list-style-type: none"> <li>14. USSU reserves the right at its sole discretion and at any time to cancel or suspend the Coaching Card of any coach with immediate effect in the event that the coach commits a serious breach of this Coaching Agreement and the breach if capable of remedy, is not remedied within 10 days of receipt of a notice advising the coach of such serious breach particularly where: <ul style="list-style-type: none"> <li>- The coach fails to obey notice and signs in the premises or instructions of USSU representatives.</li> <li>- The coach breaches any of USSA and/or USSU's code of conduct.</li> <li>- The coach's conduct is improper or likely to endanger the welfare, safety, harmony, staff or reputation of USSU or to compromise the reasonable enjoyment of others.</li> <li>- The Coach is shown to have provided USSU with false or misleading information for the purposes of gaining a Coaching Card for them.</li> <li>- Any amounts due and owed to USSU by the coach have not been paid within 14 days following the date of a written notice of the amount due.</li> <li>- The Coach allows another person to use their Coaching Card to access the premises, or a coach brings any person on to the premises on an unauthorised basis.</li> </ul> </li> </ol> <p><b>General</b></p> <ol style="list-style-type: none"> <li>15. USSU collects and processes personal information, including images, of its coaches and potential coaches for processing coach applications, managing and administering coaching, health and safety reasons. Coaches are responsible for advising USSU as soon as practicable of any changes to their personal details.</li> <li>16. Where a coach is a matriculated student or employee of USSU, nothing in this Coaching Agreement shall operate to limit the effect of such other terms and conditions of matriculation or engagement as may exist between the Coach or USSU.</li> <li>17. USSU reserves the right to prevent entry into or reject from the premises anyone whose behaviour or appearance is, in its sole opinion, deemed by it to be unsuitable.</li> <li>18. USSU may alter, amend or add to the USSA/USSU code of conduct at any time. Alterations, amendments and additions to the code of conduct will be made available.</li> <li>19. Neither the coach or USSU shall be deemed to be in breach of this Coaching Agreement by reason of any delay in performing, or any failure to perform, any of their respective obligations if the delay or failure was due to any cause beyond the coach's or USSU's reasonable control.</li> </ol>
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