



### **Clubmark Resource: Sports Leader Code of Conduct**

#### **What is this?**

- This is the Code of Conduct (part of the Code of Ethics for Hockey for Young People) which is to be signed by Sports Leaders
- A Sports Leader is defined as "an adult involved in children's sport". This may include, amongst others, coaches, managers, assistant coaches, Youth Coordinator, physios, goalkeeping coaches, transport providers etc. Clubs often have young people also involved in children's sport e.g. teenagers or Youth Leaders. They should also fall under the definition of a Sports Leader.

#### **Why is it important?**

- This document lays out behaviour that is expected from Sports Leaders in your club
- It also clearly states behaviour that is not acceptable by your club. This clarifies the expectations your club has of your Sports Leaders.

#### **How can it be used?**

- It is strongly recommended to have a meeting for Sports Leaders at the beginning of the season (see Code of Ethics Presentation for Club Personnel) which is a perfect opportunity to talk through this code
- Sports Leaders can add their name to one sheet rather than signing individual pages
- This Code of Conduct is suitable for an older age group (roughly 15 years of age and older)
- If during the season you find that a Sports Leader is breaking the code, you can remind them of their agreement as part of this document and the

- expectations that the club has laid out for them
- The code can also be used as part of disciplinary proceedings if the Sports Leader is involved in a complaint
- The code should be signed at the beginning of every season

## **Sports Leaders Code of Conduct**

Leaders should familiarise themselves with the *Code of Ethics and Good Practice for Children's Sport* and in particular with Hockey Ireland Code of Ethics for Hockey for Young People and follow the procedures if they suspect or receive complaints of abuse of any sort. Leaders should read below and agree to abide by these terms.

*Leaders should*

- Be positive during sessions and competitions, praise and encourage effort as well as results
- Put welfare of young person first, strike a balance between this and winning / results
- Encourage fair play and treat participants equally
- Recognise developmental needs, ensuring activities are appropriate for the individual
- Plan and prepare appropriately
- Anyone working with children should do the Code of Ethics Basic Awareness course and hold up-to-date qualifications and be committed to the values and guidelines of Hockey Ireland
- Involve parents where possible and inform parents when problems arise
- Keep a record of attendance at training and competitions
- Keep a brief record of injury(s) and action taken
- Keep a brief record of problem/action/outcomes, if behavioural problems arise
- Report any concerns in accordance with this Code's reporting procedures
- Encourage young people to respect one another and to

expect respect for their worth as individuals for their worth regardless of their level of play

- Be acutely aware of the power that you as a coach develop with your players in the coaching relationships and avoid any sexual intimacy with young people that could develop as a result
- Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and any illegal substance
- Encourage young people and other coaches to develop and maintain integrity in their relationship with others

*Where possible Leaders should avoid:*

- Spending excessive amounts of time with children away from others
- Taking sessions alone
- Taking children to their home
- Taking children on journeys alone in their car

*Sports Leaders should not:*

- Use any form of punishment or physical force on a child
- Exert undue influence over a participant in order to obtain personal benefit or reward
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and /or make sexually suggestive comments about, or to a child. This includes innuendo, flirting or inappropriate gestures and terms
- Take measurements or engage in certain types of fitness testing without the presence of another adult and permission of the parent(s).
- Undertake any form of therapy (hypnosis etc.) in the training of children
- Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players
- Never communicate or form a “friendship” with children online with the intent of arranging to meet in the “real world”

- Never ask anyone to keep secrets of any kind

I agree to abide by the rules and procedures of Three Rock Rovers Hockey Club and in particular the Guidelines and Code of Conduct for Sports Leaders.

Name (in print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: -- / -- / ----

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