

Coaches' Code of Conduct

All Coaches at Newbury Velo are governed and abide by the policies and procedures of British Cycling.

A responsible sports coach helps the development of individuals by improving their performance. This aim is achieved by:

- Identifying and meeting the needs of individuals.
- Improving performance through a progressive programme of safe, guided practice measured performance and competition.
- Creating an environment where individuals are motivated to maintain participation and improve performance.
- Abiding by the British Cycling Code of Practice for Cycling Coaches. (https://www.britishcycling.org.uk/zuvvi/media/CODE_OF_PRACTICE.pdf)

Coaches must comply with the principles of good ethical practice listed below. At all times, a coach must:

- Hold relevant and up-to-date British Cycling recognised coaching qualifications.
- Hold a valid DBS if applicable to their role.
- Make sports enjoyable and promote fair play.
- Always work in an open environment, avoiding frequent private or unobserved situations.
- Recognise everyone's developmental needs and capacity 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 well-being and safety of the individual above the development of performance.
- Encourage and guide individuals to accept responsibility for their 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 youth and senior individuals in the decision-making process.

- Ensure that activities they deliver, or advocate are appropriate for the individual's age, maturity, experience, and ability.
- 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.
- Consistently display high standards of behaviour and appearance, and be an excellent role model, including not smoking or drinking alcohol whilst actively coaching.
- Cooperate fully with other specialists (e.g., coaches, teachers, officials, sports scientists, doctors, physiotherapists) in the individual's best interests.
- Never engage in or tolerate any form of inappropriate behaviour and language.
- Coaches must not exert undue influence to obtain personal benefit or reward.
- 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 British Cycling Safeguarding/Anti-Bullying 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 well-being and 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 reported to the designated Welfare Officer at the club level and (where appropriate) British Cycling. Persistent breaches or a single significant act may result in disciplinary action being taken.