**Hawks Code of Conduct for Coaches**

Reviewed: September 2019

Next review date: September 2020

As a responsible Netball Coach you will respect:

* The rights, dignity and worth of Children, Young People and Adults at Risk and ensure that I am aware of the Safeguarding Policies and best practice guidelines and procedures when interacting with them
* The rules, regulations and requirements of netball, including, but not limited to, any competitions in which I participate either directly or indirectly
* The rights, dignity and worth of all people involved in netball, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion
* Confidentiality and the sensitivities of information I hold on other individuals
* Netball and the individual’s reputation and not take any action or make inappropriate comments about a fellow coach, official, volunteer or member of England Netball’s staff that will bring the Sport or those associated with delivering the Sport into disrepute, and I will respect EN’s guidance and policies on safeguarding and social media technology

As a responsible Netball Coach you will:

* Respect the rights, dignity and worth of every player and others involved in netball and treat everyone equally
* Place the welfare and safety of the player above the development of performance
* Be appropriately qualified including obtaining DBS, coaching qualifications and update all relevant checks and qualifications as required by England Netball.
* Ensure that activities you direct or guide are appropriate for the age, maturity, experience and ability of the individual player
* At the outset clarify with players (and where appropriate, with parents or carers) exactly what it is that is expected of them and what players are entitled to expect from you
* Not try to recruit, either overtly or covertly, players who are already receiving coaching. If approached by a player receiving coaching refer immediately to the coach currently providing coaching support.
* Cooperate fully with others involved in the sport such as technical officials, team managers, other coaches, and representatives of the governing body in the best interests of the player
* Consistently promote positive aspects of the sport such as fair play and never condone rule violations
* Encourage and guide players to accept responsibility for their own performance and behaviour
* Develop appropriate working relationships with athletes based on mutual trust and respect, especially with those players under 18 years or vulnerable adults
* Do not exert undue influence to obtain personal benefit or reward
* A coach MUST strictly maintain a clear boundary between friendship and intimacy with players and must not conduct inappropriate relationships with players
* Ensure that Safeguarding, and First Aid training qualifications are maintained on a three yearly basis and proof of all qualifications passed to club administrators, including coaching qualifications.
* Ensure a DBS check is kept up to date through England Netball and every three years should be renewed. Again, appropriate proof of certificate should be passed to club administrators.

As a responsible coach, when participating in or attending any netball activities, including training/coaching sessions and competition events you will:

* Act with dignity and display courtesy and good manners towards others
* Avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse
* Challenge inappropriate behaviour and language by others
* Be aware that your attitude and behaviour directly affects the behaviour of players under your supervision
* Never engage in any inappropriate or illegal behaviour
* Avoid destructive behaviour and leave training venues as you find them
* Not carry or consume alcohol to excess and/or illegal substances.
* Avoid carrying any items that could be dangerous to yourself or others excluding players equipment used in the course of your netball activity. In addition, coaches should follow these guidelines on best coaching practice, in particular with young players or with vulnerable adults
* Avoid critical language or actions, such as sarcasm which could undermine a player’s self esteem.
* Avoid spending time alone with young players unless clearly in the view of others to protect both yourself and the young player
* Avoid taking young players (under 18) alone in your car. Never invite a young player (under 18) alone into your home. Never share a bedroom with a child
* Ensure that parents/carers know and have given consent before taking a young player away from the usual training venue
* Always explain why and ask for consent before touching a player. Never administer minor first aid involving the removal of children’s clothes only in the presence of others and where required refer more serious incidents to the club first aider
* Respect the right of young players to an independent life outside of netball
* Report any accidental injury, distress, misunderstanding or misinterpretation to the parents/carers and club Safeguarding officer as soon as possible
* Report any suspected misconduct by other coaches or other people involved in netball to the Club, Regional, National or England Netball welfare officer as soon as possible
* Be positive, approachable, respect and listen to their opinions, and offer praise to promote the objectives of the club at all times.
* Always report any disclosure made to me, or allegations of abuse or poor practice in line with the club’s and England Netball’s procedures.
* Have access to telephone for immediate contact to emergency services if required. Develop team work to ensure the safety of youth members in my care
* Be a positive role model, displaying consistently high standards of behaviour and appearance (disciplined/ committed/time keeping), children learn by example.
* Be mentally and physically fit to carry out my role within netball
* Make netball fun

I understand that the safety and welfare of young people is paramount and will endeavour to abide by these Code of Conduct and promote it to others.

I understand that if I fail to follow the Codes, then England Netball, the Regional Association or the County Association may take action against me under the Disciplinary Regulations or the Safeguarding Disciplinary Regulations which may result in Sanctions including fines and suspension. Any minor misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person.

Serious or persistent breach of the code will result in disciplinary action and could lead to dismissal from the club/sport. Dismissals can be appealed by the coach with final decisions taken by the club committee or referred to the governing body depending on the disciplinary procedures within the sport.