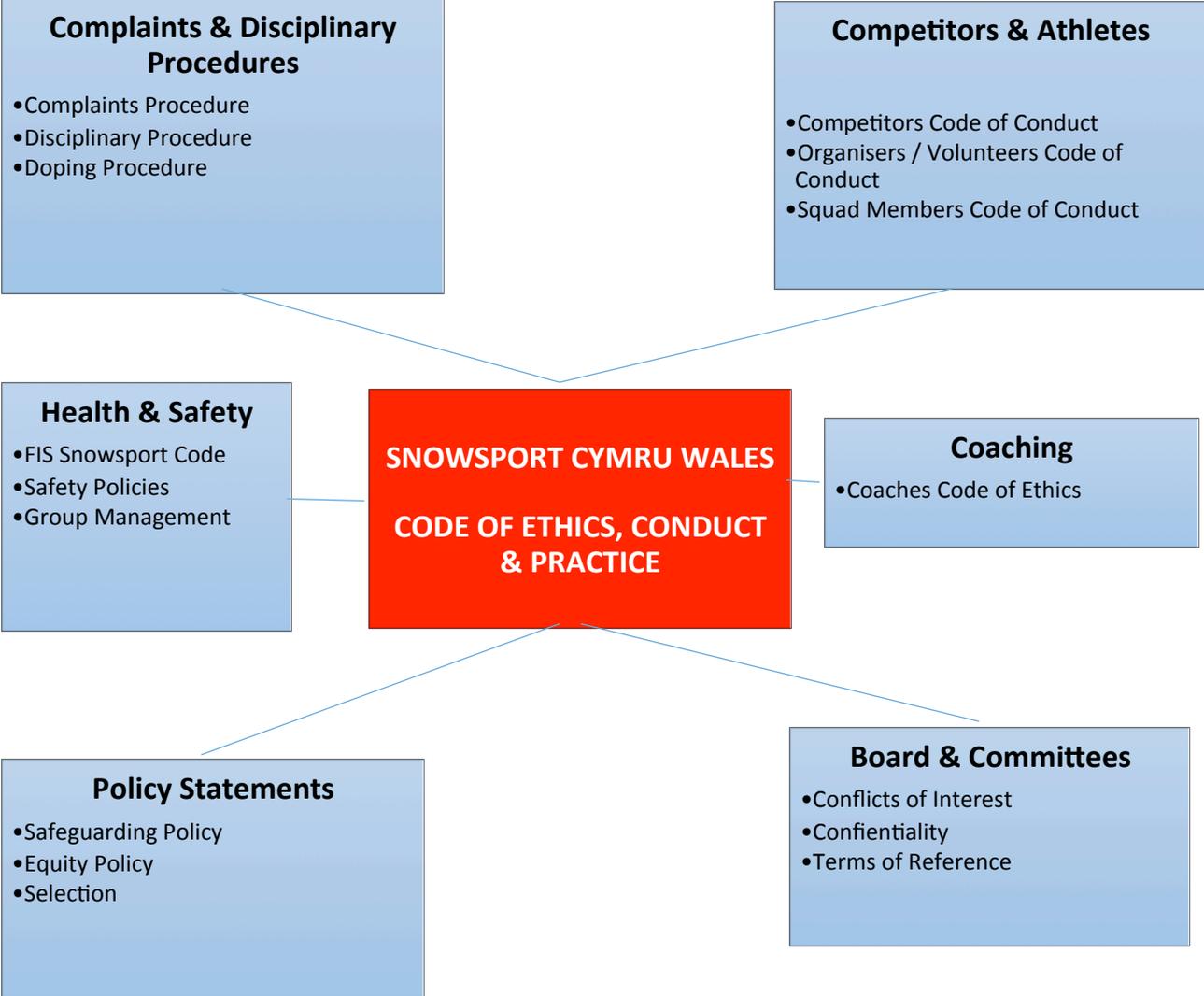




**COACHES CODE  
OF  
ETHICS, CONDUCT  
& PRACTICE**

November 2017



This Diagram highlights the areas where Snowsport Cymru Wales places the Code of Ethics, Conduct and Practice.

# SNOWSPORT CYMRU WALES

## CODE OF ETHICS AND PRACTICE

This code covers the conduct required of all who hold Snowsport Cymru Wales coaching, leadership and instructing qualifications.

Coaches, leaders and instructors, qualified by Snowsport Cymru Wales, must recognise that they are role models through which the values and goals of snowsports, and Snowsport Cymru Wales, are channelled.

Throughout this document three assumptions have been made in respect of the names used to describe certain groups of people.

- “Coaches” refers to all instructors, leaders and coaches holding qualifications awarded by Snowsport Cymru Wales, operating in the terms of such an award.
- “Participants” refers to all persons being led, instructed or coached by persons mentioned above. This may be synonymous with athletes, students, pupils or clients.
- “Coaching” refers to the delivery of information, supervision or instruction of snowsport participants.

Coaches must also recognise that they assume the full range of "duty of care" responsibilities whilst participants are under their supervision.

The purpose of this Code of Practice and Ethics is to establish and maintain standards for coaches and to inform and protect all participants operating under their supervision.

The Document is divided into two sections:

- **A Code Of Ethics And Conduct For Members Of The Snowsport Cymru Wales Coaching Scheme [developed from the National Association of Sports Coaches: "Code of Ethics and Conduct"]** , and

- Code of Practice for Members of the Snowsport Cymru Wales Coaching Scheme, dealing with specific Snowsport issues.

## **CODE OF ETHICS AND CONDUCT FOR MEMBERS OF THE SNOWSPORT CYMRU WALES COACHING SCHEME**

This Code of Ethics is a framework within which to work. It is a series of guidelines rather than a set of instructions. It should be viewed in conjunction with the description of your Snowsport Cymru Wales qualification. It has been developed from the National Association of Sports Coaches: "Code of Ethics and Conduct" and deals with coaching issues applicable across all sports.

The coaching of participants is a deliberately undertaken responsibility, and all active coaches are responsible for the observation of the principles embodied in this Code of Ethics.

Ethical standards comprise such values as integrity, responsibility, competence and confidentiality. Coaches, in assenting to this Code, accept their responsibility to parents of child participants, participants, colleagues, Snowsport England and to society. In pursuit of these principles, coaching staff subscribe to standards in the following areas.

### **1. Humanity**

All coaches must respect the rights, dignity and worth of every human being and their ultimate right to self-determination.

Specifically, coaches must treat all participants equally, within the context of their activity, regardless of: - their age, gender, race, religion or belief, sexual orientation, ability or disability or snowsports discipline.

### **2. Relationships**

Coaches will be concerned primarily with the well-being, enjoyment, health and future of the individual participant and only secondarily with the optimisation of performance.

3. A key element in the coaching relationship is the development of independence. Participants must be encouraged to accept responsibility for their own behaviour and performance in training, in competition and in their social life.
4. All coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with participants.

This is particularly important when the coach and participants are of opposite sex and /or when the participant is a young person. The coach must realise that certain situations or friendly actions could be misinterpreted, not only by the participant, but also by outsiders motivated by jealousy, dislike or mistrust, and could lead to allegations of sexual misconduct or impropriety.

5. Coaches shall therefore abstain from and refuse to tolerate in others, all forms of harassment.

Sexual harassment includes either or both of the following:

- The use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such uses include explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance.
  - Engaging in deliberate or repeated unsolicited sexually orientated comments, anecdotes, gestures or touching that are offensive and unwelcome.
  - Create an offensive, hostile or intimidating environment can be expected to be harmful to the recipient and/or other participants/coaches.
6. The relationship between coach and participant relies heavily on mutual trust and respect. In detail 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 and performance.

7. Coaches must make themselves aware of, and comply with **all** requirements of Snowsport Cymru Wales' Policy for Safeguarding Children including (but not limited to):
  - Definitions of, and recognising signs of child abuse
  - Responding to, recording and reporting of concerns
  - Good practice and poor practice and guidance on physical contact
  - The policies and guidelines for social media, transport and photography.
  
8. Coaches must recognise that it is not their responsibility to determine if abuse has occurred, but it is their responsibility to report and act on any concerns they have.
  
9. **Commitment**  
All coaches should explore with participants their expectation of the outcome of coaching.  
  
All coaching should be "participant centred".
  
10. **Co-operation**  
All coaches shall communicate and co-operate with other sports and allied professions in the best interests of their participants. An example of such contact would be the seeking of educational and career advice/counselling for young participants whose training impinges upon the performance of their studies.
  
11. Coaches must communicate and co-operate with registered medical and ancillary practitioners in the diagnosis, treatment and management of their participant's medical and psychological problems.
  
12. **Advertising**  
Advertising by coaches in respect of qualifications and/or services shall be accurate and professionally restrained.
  
13. Coaches shall not display any affiliation with Snowsport Cymru Wales in a manner that falsely implies sponsorship or accreditation by that organisation.

#### **14. Integrity & Respect**

All coaches shall refrain from public criticism of fellow coaches. Differences of opinion should be dealt with on a personal basis and more serious disputes should be referred to Snowsport Cymru Wales.

Coaches should respect relationships between other Coaches and their participants. They should refrain from interfering in such a relationship. eg. If a Coach believes that a participant is receiving poor advice s/he should speak to the other Coach rather than to the participant. Apart from respectful courtesy, the 'whole picture' may not be apparent to the observing Coach. See also paragraph 10 above.

15. Coaches must encourage participants to observe 'fair play' in competition and should actively seek to encourage a healthy, competitive environment.
16. Coaches must not compromise their performance by advocating measures that could be deemed to gain an unfair advantage. Above all, coaches must never advocate the use of prohibited drugs or other banned performance enhancing substances.
17. All coaches shall treat opponents and officials with due respect, both in victory and defeat and should encourage their participants to act in a similar manner.
18. All coaches shall accept responsibility for the conduct of their participants in so far as they will undertake to discourage inappropriate behaviour.
19. **Confidentiality**  
All coaches inevitably gather a great deal of personal information about participants in the course of a working relationship. Coach and participant must reach agreement as to what is to be regarded as confidential information, i.e. not divulged to a third party without the express approval of the participant.

20. Confidentiality does not preclude the disclosure of information, to persons who can be judged to have a 'right to know', relating to participants when relevant to the Safeguarding policies:

These procedures are based on the following principles:

- The child's welfare is paramount.
- All children regardless of their age, gender, race, religion or belief, sexual orientation, ability or disability have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously; and responded to swiftly and appropriately.
- Anyone under the age of 18 years should be considered as a child for the purpose of this document.

Working in partnership with children and their parents/carers is essential for the protection of children. Snowsport Cymru Wales recognises the statutory responsibility of the responsibilities of Children's Social Care services to ensure the welfare of children and is committed to working together with the Local Safeguarding Children's Board (LSCB) and to complying with its procedures.

## **CODE OF PRACTICE FOR MEMBERS OF THE SNOWSPORT CYMRU WALES COACHING SCHEME**

The following section of this document has been developed to reflect specific roles and responsibilities within Snowsport Cymru Wales' coach award scheme.

### **1 PHILOSOPHY**

1.1 The prime role of Instructors and Coaches, at any level, is to provide a service to members of Snowsport Cymru Wales, or to non-members on behalf of members.

In this context, "members" are mostly snowsports clubs, snowsports centres, slopes, school and youth groups, etc.

1.2 Snowsport England has accepted the code of ethics of the National Association of Sports Coaches and has adapted this as the Snowsport England “Coaches Code of Ethics, Conduct & Practice”.

1.3 Instructors and Coaches are qualified and revalidated by Snowsport Cymru Wales on behalf of the National Coaching Scheme (UKSS), which serves the membership of Snowsport Cymru Wales.

1.4 Instructors and Coaches are responsible to Snowsport Cymru Wales and its membership for their standard and conduct.

1.5 No coach or instructor is authorised to operate outside of the scope of their licence, or where a candidate under the *direct* supervision of a properly licenced supervisor.

## **2 FUNCTIONS**

2.1 Each award within the Coaching awards scheme delivered by Snowsport Cymru Wales and its partner organisations within UK Snowsport has a specific range of operation. These ranges are specified in terms of the *environment* where the award holder may operate and the *tasks* their participants may perform when under their guidance.

2.2 It is the responsibility of the individual coach, leader or instructor to be familiar with the range of operation of the award[s] they hold and to only operate within this range of operation.

## **3 COACHING PROTOCOLS**

3.1 Level 1 Instructors, Level 2 Instructors, Level 3 Development Coaches and level 1 Performance Coaches will confine the use of their qualification to local artificial snowsport facilities. These may utilise any of several synthetic surfaces and/or indoor snow.

Level 1 and 2 Instructors, Level 3 Development Coaches and level 1 Performance Coaches must not use their Governing Body Award as authorisation to instruct / coach snowsports in mountain-based resorts.

Level 4 coaches are eligible to apply for an IVSI Licence. This entitles them to take participants that they coach (on a continuing basis) to mountain snowsport areas provided that they follow the **Snowsport England "Protocol for Coaches"** and: -

- a) confine their coaching to marked areas in recognised snowsport resorts,
- b) Obtain permission to coach in the resort (from the local snowsports school and lift company) and introduce themselves on arrival.

3.2 All instruction and coaching must be conducive to high safety standards, enjoyment and progress.

3.3 Instructors and Coaches must always act in a manner that will bring credit to themselves, Snowsports, the status of the qualifications and Snowsport Cymru Wales.

3.4 Instructors and Coaches are expected to strive to improve personal knowledge and snowsports ability, e.g. through attendance at relevant courses.

3.5 All qualifications must be revalidated every three years. in addition in order to be licenced to coach or instruct, the coach or instructor must also comply with SSW policy on refreshing First Aid, Child Protection & Safeguarding training and DBS checks.

## **4 MONITORING**

4.1 Snowsport Cymru Wales will continuously monitor the standards and conduct of Instructors and Coaches. Snowsport Cymru Wales will impose sanctions on anyone who is found to be contravening the Code of Ethics, Conduct & Practice, or who is found to be acting or have acted in a manner likely to bring into disrepute their qualification, their Governing Body or the sport.