

TEES ROWING CLUB: COACHING CODE OF CONDUCT



The importance of coaching cannot be overemphasised and anyone who rows or has previously rowed knows that a coach is invaluable in the development and progression of an individual or crew. A good coach can see potential and enable individuals or crews to realise it.

Coaching is important for a variety of reasons:

- for the future sustainability of the club
- to develop those new to the sport
- to ensure progression and pathways within the club
- to develop Junior members
- to provide avenues for all abilities and aspirations within the club

Tees Rowing Club encourages and supports anyone who wishes to volunteer and assist in coaching within the club. Coaching offers the chance to develop yourself as well as others, give something back to the club, to share expertise and experience and to gain satisfaction from helping others to improve, develop and achieve.

Anyone new to or interested in coaching might start by shadowing an existing, experienced coach. This will enable them to gain an understanding of how a session might be structured and how skills can be broken down to aid improvement. It will enable the aspiring coach to pick up tips and techniques. With some experience the new coach might lead part or all of a session, and if numbers allow, in pairs. Over time the new coach might be interested in accessing some formal coaching development or qualifications e.g.:

- British Rowing (BR) workshops
- Rowing Leader qualification
- UKCC Level 2 qualification
- UKCC Level 3 qualification

Whilst the club aspires to follow British Rowing best practice in that lead coaches gain their UKCC Level 2 qualification in order to coach crews or individuals, this is not essential. It is more important that as a club, we recruit people with the skills, competencies and enthusiasm to enable them to undertake the role of the coach and support them in gaining qualifications as and when appropriate.

Where a new volunteer expresses a wish to undertake a coaching role with Juniors or Vulnerable Adults within the club they will need to go through the DBS clearance process, have a risk assessment on their skill and competencies and references will be sought.

BR/Tees RC: Code of conduct for Rowing Coaches

Coaches have a responsibility of care

Coaches should:

- take action to report concerns they may have about behaviour towards a child or vulnerable adult, following British Rowing guidelines. Non-action is unacceptable.
- receive, record and report allegations of abuse according to British Rowing guidelines
- have appropriate experience and ideally, hold valid qualifications
- hold appropriate insurance

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Coaches should ensure safe practice at all times

Coaches should:

- follow British Rowing water safety guidance
- coaches should ensure that the environment is as safe as possible by assessing and managing risk to an appropriate level
- promote the execution of safe and correct practice

Coaches should look to continually develop their practices

Coaches should:

- accept that improvements in their coaching can always be made
- gain qualifications at a level appropriate to their coaching context
- follow a programme of continuous development
- engage in self-analysis and reflective practice to identify areas for personal improvement
- practice in an open and transparent fashion that encourages other coaches to contribute to or learn from their knowledge and experience
- contribute to the development of coaching by sharing knowledge and ideas with others
- contribute to initiatives to promote the standards and quality of coaching and coaches
- learn about issues in the sport that might affect coaches or participants
- learn about the role of rowing in current local, regional and national initiatives

Coaches should make a commitment to providing quality coaching service to participants

Coaches should:

- plan and prepare for all sessions so that they meet the needs of participants and are appropriate and progressive
- maintain appropriate records with regard to participants
- support talent

Coaches should follow British Rowing guidelines on coaching and safeguarding children and vulnerable adults *

Coaches should:

- ensure that any physical contact is appropriate and necessary and is carried out within recommended guidelines, and with the participant's full consent and approval
- avoid any form of sexually related contact, innuendo, flirting or inappropriate gestures when coaching, particularly with under-age participants
- avoid sexual intimacy with participants either whilst coaching them, and also in the period of time immediately following the end of the coaching relationship
- arrange to transfer a participant to another coach if it is clear that an intimate, inappropriate relationship is developing

Coaches should coach in a participant focused way

Coaches should:

- promote the welfare and best interests of participants
- assess each individual's needs, and support individuals to determine their goals
- recognise and accept when it is in the participant's interest to refer a participant to another appropriate coach or specialist
- assist the participant to access other appropriate services that could aid their development
- recognise the rights of participants to confer with other coaches and experts

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- communicate and co-operate with other organisations and individuals in the best interests of the participants
- obtain the agreement of coaches and participants when taking over some or all coaching responsibility
- be aware of and communicate any conflict of responsibility as soon as it becomes apparent
- be aware of the physical needs of participants, especially those still growing and ensure that training loads and intensities are appropriate
- maintain the same level of interest when the athlete is sick or injured

Coaches should coach in a professional manner

Coaches should:

- be transparent and accountable in their coaching practices
- be professional and accept responsibility for their actions
- clarify from the beginning of the coaching relationship what is expected of the participants and also what they can expect from the coach
- allow athletes access to an appropriate complaint mechanism
- respect the individual's right to transfer between clubs, coaches or other sports
- only assume roles for which they are qualified and prepared
- not misrepresent their level of qualification or experience
- seek a balance between coaching and lifestyle commitments to maintain an effective and enjoyable coaching career

Coaches should ensure that rowing is a positive recreational activity

Coaches should:

- create an environment free of fear and harassment
- help to maintain enjoyment of rowing
- promote the concept of a balanced lifestyle, supporting the well-being of the athlete both in and out of the sport
- aid participants' motivation
- avoid placing undue pressure on children
- ensure that the ability and performance of the child in sport is not excessively linked with their own perceptions of self worth

Coaches should promote rowing and health

Coaches should:

- actively promote the benefits of participation in rowing
- promote drug-free sport
- educate participants on the British Rowing policy on the use of performance enhancing drugs and supplements
- should promote health
- avoid smoking, drinking or drug use before or whilst coaching, as this portrays a negative image and could affect the safety of participants in rowing

Coaches should encourage personal empowerment

Coaches should:

- recognise the rights of all participants to be treated as individuals
- allow participants to express their own views and make their own decisions

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- canvass and respect participants' reasons for rowing, even if they consider fun and participating more important than winning
- ensure that participants are fully informed of the requirements of the sport and the coaching programme
- respect participants' opinions when making decisions about their participation in the sport
- encourage participants to take responsibility for their own development and actions
- involve participants as part of the decision-making process

Coaches should communicate appropriately

Coaches should:

- follow the guidelines in the British Rowing Safeguarding and Protecting Children Booklet regarding communication with parents and young people
- communicate with and provide feedback to participants in a manner which reflects respect and care
- avoid criticising, or engaging in demeaning descriptions of others
- be discreet in any conversations about participants, coaches or other individuals
- discuss and agree with participants what information is confidential

Coaches should establish expectations

Coaches should:

- clarify the nature of the coaching services being provided for participants
- inform participants and parents of juniors of the requirements of the sport
- discuss with parents and other relevant parties the potential impact of the coaching programme on junior participants
- inform athletes or their parents of any potential costs in accessing their coaching services

Coaches should be positive role models

Coaches should:

- model, and promote adherence to, the codes of conduct
- display high standards in the use of language, manners, punctuality, preparation and presentation
- operate within the rules and spirit of rowing
- promote the positive aspects of the sport
- challenge and not condone discrimination on the grounds of gender, race, colour, disability, sexuality, age, religion, political opinion, occupation or marital status in the coaching environment
- treat all individuals in the sport with respect at all times, and be fair, honest and considerate
- display control, respect, dignity and professionalism to all involved in rowing
- encourage mutual respect between participants in the sport
- promote tolerance
- act equitably in their coaching and combat discrimination on the basis of gender, age, race, colour, sexual orientation, political opinion etc
- act in a non-violent way
- address any bullying between participants

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Coaches should be models of sportsmanlike behaviour

Coaches should:

- act with respect for the opposition
- condemn cheating

Additional Code of Conduct for coaches of juniors*

Coaches of juniors must be familiar with and follow the British Rowing Safeguarding & Protecting Children Policy and Guidance documents.

Coaches of juniors should coach in a child-centred way

Coaches should:

- recognise that children have rights
- ensure that activities are appropriate for children
- consider the child's rights and needs before considering the champion
- work in partnership with the child's parents to ensure the child's needs are met
- keep holistic development as the core objective of participation in rowing
- respect the child's interests in activities other than in rowing and other sports
- not force their aspirations and ambition on children
- respect the right to privacy of young athletes

Coaches of juniors should emphasise quality of training over quantity

Coaches should:

- ensure that the level and type of participation is appropriate to their child's stage of development
- encourage children to play and experience a broad variety of sports, particularly younger children
- promote individual progress, skill and development before winning in age group competition to help promote long term participation of children in the sport
- encourage the development of good technique before performances
- recognise that the stage and rate of development is not the same for all juniors and allow child participants to compete at their own current level
- emphasise the role that maturation has to play in age group competition
- consider whether it is appropriate to juniors' developmental stage for them to be engaged in intensive training
- ensure that children are not forced to train to excess
- protect the right to health and rest
- coach juniors according to the how much and how often junior guidelines.

FURTHER INFORMATION

* **Vulnerable Adult British Rowing Definition:** A person, 18 years or over, who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation. No Secrets- definition based on that set out in the 1997 Consultation paper: "Who Decides?" Issued by the Lord Chancellor's Department. In respect of sporting activity a person is regarded as a vulnerable adult under the Vetting and Barring Scheme when they are:

Receiving any form of medical care or therapy, such as being treated by a physiotherapist

- Receiving a service or participating in an activity that is specifically targeted at people with age-related needs or disabilities.

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* **Juniors** refers to all TRC Junior members, who are rowers under the age of 18 years on 31 August preceding the date of the competition that they may choose to enter.

BR Safeguarding Adults at Risk Policy <https://www.britishrowing.org/wp-content/uploads/2020/03/Safeguarding-Adults-at-Risk-March-2020.pdf>

Created July 2020