



Inverness Harriers AAC Code of Conduct

Inverness Harriers is fully committed to safeguarding and promoting the well-being of all its members. The club believes that it is important that officers, coaches, officials, members and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of themselves and others.

The Code of Conduct expected from the club and all adult & junior members is set out below.

The Club will:

- Adopt Scottish Athletics governing body policies and codes of conduct in relation to athlete's welfare and use of social media
- Appoint at least one designated Welfare Officer to act as first point of contact in cases of concern about athlete's welfare
- Ensure that all coaches and volunteers hold appropriate qualifications, have undertaken the appropriate checks and have access to recommended training in welfare and safeguarding
- Ensure all club officers, coaches and volunteers act responsibly and set a good example to all members
- Treat all members equally and fairly, regardless of race, ethnic origin, creed, colour, disability, sex, sexual preference, religion, and political or other beliefs
- Consistently promote positive aspects of Athletics such as fair play and never condone rule violations
- Challenge inappropriate behaviour and language by others
- Place the welfare and safety of the athlete above all other considerations including the development of performance, competition, athlete or parental demands
- Report any suspected misconduct by club officials, coaches, technical officials or other people involved in Athletics to the Club, Regional, National or UKA Welfare Officer as soon as possible
- Adopt the UKA/Scottish Athletics policies and procedures contained within 'Safeguarding and Protecting Children and Vulnerable Adults in Athletics'

All Coaches will (as per the Scottish Athletics Code of Conduct for Coaches):

- Respect the rights, dignity and worth of every athlete and others involved in athletics and treat everyone equally.
- Place the welfare and safety of the athlete above the development of performance, competition, athlete or parental demands
- Be appropriately qualified including obtaining CRB/Disclosure Scotland clearance, update their licence and education as and when required by UKA and adhere to the terms of the coaching licence
- Ensure that activities they direct or guide are appropriate for the age, maturity, experience and ability of the individual athlete
- At the outset clarify with athletes (and where appropriate, with parents or carers) exactly what it is that is expected of them and what athletes are entitled to expect from them
- Never try to recruit, either overtly or covertly, athletes who are already receiving coaching within or out with the club. If approached by an athlete receiving coaching the athlete will be immediately referred back to the coach who is currently providing coaching support to them and that coach contacted to highlight the approach.

- Observe Scottish Athletics' recommended maximum ratios of coach to athletes at training sessions or work in partnership with another coach/coaching assistant.
- Cooperate fully with others involved in the sport such as technical officials, team managers, other coaches, doctors, physiotherapists, sport scientists and representatives of the governing body in the best interests of the athlete
- Consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances
- Encourage/guide athletes to accept responsibility for their own performance and behaviour
- Develop appropriate working relationships with athletes based on mutual trust and respect, especially with those athletes under 18 years or vulnerable adults
- Not exert undue influence to obtain personal benefit, success or reward
- Will strictly maintain a clear boundary between friendship and intimacy with athletes and not conduct inappropriate relationships with athletes.
- In particular, you must not allow an intimate personal relationship to develop between yourself and any athlete aged under 18 years. Any violation of this could result in a coach licence being withdrawn. It may also be a criminal offence to conduct a relationship with an athlete aged under 16 years. It may also be a violation of your coaching licence to form an intimate personal relationship with a vulnerable adults
- 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 their attitude and behaviour directly affects the behaviour of athletes under their supervision
- Never engage in any inappropriate or illegal behaviour or promote illegal behaviours or practices for athletic gain
- Avoid destructive behaviour and leave athletics 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 athletics equipment used in the course of your athletics activity
- Avoid critical language or actions, such as sarcasm which could undermine athletes' self esteem.
- Avoid spending time alone with young athletes unless clearly in the view of others to protect both themselves and the young athlete. In special circumstances, for example when coaching elite young athletes, one to one coaching sessions may form part of the required training schedule. In this circumstance, parental/guardian consent will be sought and obtained prior to sessions taking place. The coach will inform the parent/guardian of the venue for training and an emergency contact number should be provided by both the coach and parent/guardian
- Avoid taking young athletes alone in their car
- Never invite an unaccompanied young athlete alone into their home
- Never share a bedroom with a child
- Always explain why and ask for consent before touching an athlete
- Ensure that parents/carers know and have given consent before taking a young athlete away from the usual training venue
- Work in same-sex pairs if supervising changing areas
- Respect the right of young athletes to an independent life outside of athletics
- Report any accidental injury, distress, misunderstanding or misinterpretation to the parents/carers and club Welfare officer as soon as possible.
- Report any suspected misconduct by other coaches or other people involved in athletics to the Club, Regional, National or UKA welfare officer as soon as possible

All Senior Club Members will:

- Treat others with respect and fairness
- Show patience with others and respect diversity and ability
- Be courteous to other members, coaches, competitors and officials at all times including behaviour on social media

- Remember that they are a representative and ambassador of the club, and as such, the club as a whole may be judged on their actions as an individual
- Consider the implications of withdrawing from a commitment to compete or provide assistance. If withdrawal from an event or commitment is unavoidable, contact the relevant person with at least 48 hours' notice
- Alert the Team Manager or Coach to any conflict or dispute occurring at an event, so that they can take this matter up on your behalf, or advise you on a course of action
- Never use abusive language or physical aggression of any kind at any event
- Observe and promote the agreed track etiquette at all times
- Not use headphones/electronic devices/mobile phones during training sessions
- Pay any fees for training or events promptly. If there is a problem please speak to the Club Welfare Officer
- Refrain from engaging in any communication with the press or via the internet/social media which seeks to criticise other athletes, club members, coaches, officials or event organisers. If a member has a grievance, this should be taken up with a club official in the first instance.

All Junior Club Members will:

- Treat others with respect and fairness
- Show patience with others and respect diversity and ability
- Be courteous to other members, coaches, competitors and officials including behaviour on social media
- Be organised and on time for training and competitions or inform their coach or team manager if they are going to be late or absent for any reason
- Ensure their behaviour during training, participating in sport or travelling to and from meetings and events is positive and reflects well on themselves, their parents/guardians and the club
- Avoid destructive behaviour, respect each other's property and leave athletics venues as you find them
- Not use abusive language or physical aggression of any kind at training and when representing the club
- Learn and observe the agreed track etiquette at all times
- Wear suitable kit – correct footwear, high visibility for outdoor winter training, long hair tied back etc – for training and official club kit when both travelling and competing for the club
- Pay any fees for training or events promptly. If there is a problem please speak to the Club Welfare Officer
- Not use headphones/electronic devices/mobile phones during training sessions

All Junior Club Members' Parents/Guardians will:

- Encourage their athlete to learn the rules and compete within them
- Discourage unfair competition and arguing with officials
- Help their child to recognise good performance, not just results
- Set a good example by recognising fair play and applauding the good performances of all
- Never punish or belittle an athlete for losing or making mistakes
- Publicly accept officials' judgements
- Support their athlete's involvement and help them to enjoy Athletics
- Use correct and proper language at all times
- Provide consent and medical forms when required and update contact and medical details should they change
- Ensure they inform their athlete is organised and on time for training and competitions or inform their coach or team manager if they are going to be late or absent for any reason
- Pay any fees for training or events promptly. If there is a problem please speak to the Club Welfare Officer

Members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the club Welfare Officer or President.