



## GNS Sports

### **GNS SPORTS CODE ETHICS AND CONDUCT**

#### **INTRODUCTION**

All teachers/coaches are expected to conform to ethical standards in various areas including: humanity, relationships, commitment, co-operation, integrity and confidentiality, abuse of position, safety and competence

Teachers/Coaches who work for GNS Sports are expected to comply with this code of conduct and take responsibility for their own actions in relation to: children, parents, themselves, other staff members, GNS Sports and the teaching/coaching profession.

#### **Humanity**

Teachers/coaches must respect and value the rights, dignity and self-worth of every human being, regardless of their gender, ethnic origin, sexual orientation, cultural background and religion. All teachers/coaches must ensure that everyone is treated fairly and sensitively.

#### **Relationship**

All teachers/coaches associated with GNS Sports are concerned with the well being, safety, protection and the future of all children. Teachers/coaches must ensure a balance between the development of performance and the social, emotional, psychological needs of the children.

Teachers/coaches must try and encourage children to be independent learners. They must be encouraged and guided in taking responsibility for their own performance and behaviour in training, competitions, academic and life in general.

All teachers/coaches are responsible for establishing and monitoring the boundaries between themselves and children. The teacher/coach must realise that certain aspects; situations or actions could be misinterpreted and could lead to allegations of misconduct or abuse.

Where physical contact between the coach and student is concerned, all teachers/coaches must ensure that no actions on their part could be misinterpreted and that the guidelines set by GNS Sports and the National Governing Body are followed.

The teacher/coach is seen as a 'Role model' to students and is in a position of trust and respect. This must not be abused in any way. Students must be made aware and gain knowledge of the teacher's/coach's qualifications and experience.

## **Commitment**

Teachers/coaches must ensure that participants are clear of the number of sessions, fees and method of payment. They must also understand there expectations and outcomes of the teaching/coaching carried out.

Teachers/coaches must ensure that they declare to their employers any other coaching commitments. A teacher/coach must have knowledge of any participants receiving instruction from another coach.

The teacher/coach should be made aware of any change in the student, by the participant, parents or guardian, which might affect the coach/student's relationship

## **Co-operation**

Teachers/coaches should work effectively with any related parties in ensuring the best interests of their students are met. This may include communicating and co-operating with fellow coaches, parents, medics, social services and the police.

## **Integrity**

Teachers/coaches must ensure that athletes obey the rules and regulations of the game throughout training and competitions. Teachers/coaches should encourage fair play and sportsmanship.

Teachers/coaches should never try and improve an athlete's performance through any measures, which might jeopardise the safety, well being, and future of the athlete. Teachers/coaches must not condone the use of prohibited drugs or any other enhanced substances.

Teachers/coaches must ensure that the programmes of activities are appropriate to each child's age, maturity, experience and ability

Teachers/coaches must treat their students with respect with both winning and losing. They should encourage sportsmanship wherever possible and prepare students to respond in a positive manner to both success and failure.

Teachers/coaches must ensure that discipline is implemented and accept responsibility for the conduct of their students. They must set high standards and discourage inappropriate behaviour at all times within the sport.

## **Advertising**

Teachers/coaches must present accurate and professional qualifications and any experience that they have gained. Evidence of this should be available in supporting with the promotion of their services.

Teachers/coaches must not falsely advertise any affiliation with an organisation that implies sponsorship or accreditation with that organisation.

## **Confidentiality**

Teachers/coaches inevitably gather personal information about their athletes. The coach must ensure that such information is treated with respect. An agreement must be made between the coach and athlete of what information, should be regarded as confidential information.

Should any information need to be passed on to a third party, a teacher/coach must first get the approval of the athlete.

## **Abuse of Position**

A teacher/coach is seen has a `Role Model` to their students. High personal standards should be maintained and consistently displayed to children, parents, fellow coaches, officials, spectators, and to the general public.

Teachers/Coaches should never abuse their position in any way. They should never attempt to exert undue influence on their students to try and obtain personal benefit or reward.

Teachers/Coaches should present themselves in the right manner. Personal appearance should be demonstrated efficiently, portraying a positive image of health, cleanliness, functional efficiency and of GNS Sports.

Teachers/Coaches should never consume alcohol or smoke when coaching

## **Safety**

Teachers/Coaches have a responsibility in providing a safe environment for all their students.

Programmes implemented should be suitable for all students in relation to age, physical and emotional maturity, experience and their ability

Teachers/Coaches have a duty to protect children from harm and abuse

Teachers/Coaches should recognise potential hazards to their athletes under their supervision. Students must be made aware of their responsibilities for their own safety.

Teachers/Coaches should check the area of work, equipment and surrounding areas for any potential hazards.

Teachers/Coaches who adopt this safety method and policy and who act without negligence will be covered under the insurance of GNS Sports. Coaches who are negligent and act inappropriately are not covered under this policy.

### **Competence**

Teachers/Coaches associated with GNS Sports must hold a recognised qualification that is approved by the National Governing Body (NGB)

Teachers/Coaches should confine themselves to their level of competence and their level of training, avoiding working beyond their capabilities.

Teachers/Coaches must ensure they are up to date with training and trying to improve their personal and staff development

Teachers/Coaches should welcome evaluation of their work and account for the way they coach, what they do and why.

Teachers/Coaches have a responsibility to maintain high standards of their effectiveness and ability to coach their students. They should also recognise when they further need to enhance their personal resources.

### **Criminal conviction**

All coaches associated with GNS Sports must inform the company of any criminal convictions, regardless of whether the conviction took place prior to or at any time during employment.

In agreeing and abiding by these terms and conditions by this code of conduct held by GNS Sports, quality of sessions will be maintained at the highest standards and quality provision will be provided in all GNS Sports programmes.

I hereby agree to support and abide by the GNS Sports code of conduct

Name: (print) \_\_\_\_\_ Date: \_\_\_\_\_

Signed: \_\_\_\_\_