

Codes of Ethics and Conduct

Sport not only provides opportunities for enjoyment and achievement, it can also develop valuable qualities such as self-esteem, leadership and teamwork. These positive effects for young people and vulnerable adults can only take place if sport is in the right hands - in the hands of those who place the welfare of all young people and vulnerable adults first and adopt practices that support, protect and empower them.

The reality is that abuse does take place in sport and in some cases coaches and other trusted adults in sport have been convicted. Every adult has a legal and moral responsibility to protect young people and disabled adults in sport from abuse.

Adopting best practice will help safeguard young people and disabled adults from potential abuse as well as reducing the likelihood of allegations being made against coaches and other adults in positions of responsibility.

We all have a duty of care towards young and vulnerable performers and can help to protect them from abuse. All staff and volunteers acting on behalf of Kent Sport, Leisure & Olympics are a vital part of the development of individuals through improving their enjoyment and performance in sport.

This is achieved by:

- identifying and meeting the needs of individuals;
- improving performance through a progressive programme of safe, guided practice, measured performance and/or competition;
- creating an environment in which individuals are motivated to maintain participation and improve performance

The following Codes of Conduct should be used for all KSLO events and activities, and should form part of the Welfare Plan developed for specific events. This should also highlight appropriate action to be taken in the event of a breach of conduct.

Where an event is co-ordinated in partnership with (an)other organisation(s), agreement should be reached as to which organisation will be responsible for implementing its Codes of Conduct and associated disciplinary action.

KSLO staff and volunteers will be provided with copies of the KSLO Child Protection and Sports Equity policies upon which this Code of Ethics and Conduct is based. KSLO also supports and embraces National Governing Bodies of Sport Codes of Conduct.

Appendix A

Code of Ethics and Conduct – Coaches, Officials, Volunteers, Leaders & Team Managers

We all have a duty of care towards young and vulnerable performers and can help to protect them from abuse. As a coach, official, volunteer, leader or team manager, you will play a vital part in the development of individuals through enhancing their enjoyment and performance in sport.

This is achieved by:

- identifying and meeting the needs of individuals;
- improving performance through a progressive programme of safe, guided practice, measured performance and/or competition;
- creating an environment in which individuals are motivated to maintain participation and improve performance

You should therefore comply with the principles of good ethical practice listed below:

- 1 You must respect the rights, dignity and worth of every person and treat everyone equally, fairly and sensitively within the context of their sport.
- 2 You must place the well-being and safety of children and young people above the development of their performance. You must follow all guidelines laid down by the sport's governing body and must hold appropriate qualifications and insurance cover.
- 3 You must develop an appropriate working relationship with participants, based on mutual trust and respect. You must avoid any behaviour which might allow an inappropriate relationship to develop with a child or young person, who holds you in a position of trust.
- 4 You must not exert undue influence on a child or young person to obtain personal benefit or reward.
- 5 You must encourage and guide children and young people to accept responsibility for their own behaviour and performance.
- 6 You must ensure the activities you direct or advocate are appropriate for the age, maturity, experience and ability of the participants.
- 7 You should, at the outset, clarify with participants (and where appropriate with their parents) exactly what is expected of them and what participants are entitled to expect from their coach.
- 8 You should cooperate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the participants.
- 9 You should always promote the positive aspects of sport (e.g. fair play) and never condone rule violations or the use of prohibited substances.
- 10 You must consistently display high standards of behaviour and appearance. Discriminatory, offensive or violent behaviour is unacceptable.

KSLO also supports and embraces the National Governing Bodies of Sport Codes of Conduct.

Appendix A

Code of Ethics and Conduct – Parents & Carers

We all have a duty of care towards young and vulnerable performers and can help to protect them from abuse. As a parent or carer, you will play a vital part in the development of your child through enhancing their enjoyment and performance in sport.

This can be achieved by:

- identifying and meeting the needs of young people;
- improving their performance through a progressive programme of safe, guided practice, measured performance and/or competition;
- creating an environment in which young people are motivated to maintain participation and improve performance

We therefore expect parents and carers to demonstrate the principles of good ethical practice listed below:

- 1 You must ensure your child has the appropriate equipment, clothing and refreshments.
- 2 You must inform the coach, activity leader or team manager of any special requirements your child has, or any illness, injury, or medical condition, and ensure your child has access to any required medication.
- 3 You must provide the club/organisation with emergency contact details, and inform them immediately should these change.
- 4 You should be punctual when dropping off and collecting your child.
- 5 You should always be encouraging and respectful to participants, coaches, officials, volunteers and spectators. You should set a good example by recognising fair play and applauding the good performances of all.
- 6 You should encourage your child to learn the rules and play within them.
- 7 You should discourage unfair play and disagreeing with officials, and publicly accept officials' judgements.
- 8 You must help your child to recognise good performance, not just results.
- 9 You must never force your child to take part in sport.
- 10 You must never punish or belittle a child for losing or making mistakes.
- 11 You should take an active interest in your child's participation and progress, and help them to enjoy their sport.
- 12 You must use correct and proper language at all times.

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Code of Ethics and Conduct – Spectators

We all have a duty of care towards young and vulnerable performers and can help to protect them from abuse. As a spectator, you will play a vital part in the development of young people through enhancing their enjoyment and performance in sport.

This can be achieved by:

- identifying and meeting the needs of young people;
- improving their performance through a progressive programme of safe, guided practice, measured performance and/or competition;
- creating an environment in which young people are motivated to maintain participation and improve performance

We therefore expect spectators to demonstrate the principles of good ethical practice listed below:

- 1 You must remember that children and young people play sport for their own enjoyment, not for entertainment.
- 2 You must not use foul or abusive language, or harass (physically or verbally) any players, managers, coaches or officials.
- 3 You should recognise good play and applaud the good performances of all.
- 4 You should show respect for opponents – without them, there would be no competition.
- 5 You must never scold or ridicule a child for making a mistake during the performance.
- 6 You must respect the decisions of officials without disagreement.
- 7 You should encourage players always to compete within the rules of the sport.
- 8 You should be familiar with the rules of the competition to better understand what you are watching and commenting upon.

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Appendix A

Principles of Participation and Code of Conduct – Children & Young People

SPORT is for everyone and is a great way to make new friends, stay fit and healthy, learn new skills and to have FUN! Sport can be exciting, rewarding, challenging and competitive, and gives you a great sense of achievement when you take part. But remember sport should be fun and you should always feel SAFE!

It is the responsibility of everyone – coaches, officials, parents and spectators – to make sure you can stay safe and have fun in sport. But you can also help to make sure sport is an enjoyable experience for all players, by following these principles of participation.

Principles of Participation

Code of Conduct For Participants

Fair Play

Treat others with the same respect and fairness that you would like them to show you.

Demonstrate 'Fair Play' on and off the field.

Equity

Respect differences in gender, disability, culture, race, ethnicity, and religious belief systems between yourself and others.

Inclusiveness and tolerance

Appreciate that all participants bring something valuable and different to sport.

Value and learn from the diversity of people you meet and show patience with others and act with dignity at all times.

Always use polite language, and never engage in bullying behaviour.

Responsibility

Look out for yourself and the welfare of others. Do not engage in any irresponsible or illegal behaviour.

Be organised and on time, and prepared for competitions, events and coaching sessions.

Make sure you know what you can do if you are concerned about someone's behaviour towards you or another player.

Friendship

Take time to thank those who help you take part – whether family, organisation or team mates.

Respect

Play to your best ability at all times. Do what your coach asks you to do, as long as you are comfortable to do so, and it is within the rules of the game.

Show respect to referees and officials, and accept all decisions without disagreement.

Always be respectful to other participants, coaches, volunteers and spectators.

Above all have fun!

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