



TYNE VALLEY CANOE CLUB

EQUITY POLICY AND CODE OF ETHICS

POLICY STATEMENT

One of the general aims of Tyne Valley Canoe Club is to offer opportunity for people of all ages and abilities to participate in canoeing and to experience paddlesport in a variety of disciplines either at a recreational or competitive level. We also aim to provide coaching support and expert guidance that all members of the club can improve their performance and realise their aspirations in the sport.

The Club being consistent with these aims wishes to ensure that children and adults are protected and kept safe from harm while they are with coaches, group leaders and volunteers. We do this by requiring all to operate under this general Sport and Recreation Code of Ethics.

This policy follows the approved guidelines and recommendations set out in the BCU Code of Ethics.

This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

- Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures.

Progression and Development

Coaches should be aware that people's abilities will vary and the way they learn will differ. It is therefore appropriate that coaches will account for this in their programmes and structure activities, which allow everyone to enjoy their paddlesport and to develop at their own pace. Coaches in respect of this are encouraged to:

- Realise and recognise the abilities of those being coached.
- Set realistic coaching targets for the individual, which will stretch performance without being discouraging.

- Be inclusive and encourage members to take part.
- Plan coaching activities, which are accessible to the abilities of participants in the skill areas to be practised.
- Always be encouraging in manner and be positive and supportive when giving feedback comments.

Members Entitlement

All club members under the constitution have an entitlement of access to all activities and events organised by the club. It is therefore the policy of the club to encourage all members to be active not only paddlesport but to enjoy the social events, which are organised on a regular basis. In this context the following points are highlighted:

- No member is denied access to any of the club courses/events neither provided, nor, under normal circumstances, is excluded from any of the activities involved.
- Coaching course content and its delivery will be considerate of abilities, ethnicity and social circumstances and will be inclusive to all.
- Equal demands are placed on all participants in the context of the paddlesport activity being practised.
- There will be no stereotyping or bias by any individual, regarding the expected progress and achievements of the individual especially by gender or otherwise.
- There will be no form of discrimination practised against any individual or group within any club event or activity.

COACHING

Even though these standards focus on and describe work functions, they are based on a number of accepted assumptions and values, which underpin good practice in coaching, teaching and instructing. These have been articulated into a Code of Ethics, developed by the British Institute of Sports Coaches and it is incorporated in its entirety into this policy document.

The purpose of this Code of Ethics is to establish and maintain standards for sports coaches and to inform and protect members of the public using their services.

Ethical standards comprise such values as integrity, responsibility, competence and confidentiality. Coaches of Tyne Valley Canoe Club, in assenting to this Code, accept their responsibility to performers, colleagues, the Club and to society. In pursuit of these principles, sports coaches subscribe to standards in the following areas:

1. Issues of Responsibility.
2. Issues of Competence.

This Code of Ethics is a framework within, which to work. It is a series of guidelines rather than a set of instructions.

1. ISSUES OF RESPONSIBILITY.

Sports coaching is a deliberately undertaken responsibility, and sports coaches are responsible for the observation of the principles embodied in this Code of Ethics.

Humanity

- 1.1** Coaches of Tyne Valley Canoe Club must respect the rights, dignity and worth of every human being and their ultimate right to self-determination. Specifically, coaches must treat everyone equally, within the context of their activity, regardless of sex, ethnic origin, religion or political persuasion.

Relationships

- 1.2** The good sports coach will be concerned primarily with the well-being, health and future of the individual participant and only secondarily with the optimisation of performance.
- 1.3** A key element in a coaching relationship is the development of independence. Participants must be encouraged to accept responsibility for their own behaviour and performance in training/participation, in competition, and in their social life.
- 1.4** Club coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their participants. This is particularly important when the coach and participant are of the opposite sex and/or when a participant is a young person. The coach must realise that certain situations or friendly actions could be misinterpreted, not only by the participant, but by outsiders motivated by jealousy, dislike or mistrust, and could lead to allegations of sexual misconduct or impropriety.
- 1.5** The relationship between a Club coach and a participant relies heavily on mutual trust and respect. In detail this means that the participant 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.

Commitment

- 1.6** Club coaches should clarify in advance with participants and/or employers the number of sessions, fees (if any) and method of payment. They should also explore with participants and/or employers the expectation of the outcome(s) of coaching.
- 1.7** Club coaches have a responsibility to declare to their participants and/or employers any other current coaching commitments. Club coaches should also find out if any prospective member is currently receiving guidance from another teacher/coach. If appropriate to do so, that coach should be contacted to discuss the situation.
- 1.8** Club coaches who become aware of a conflict between their obligation to their participants and their obligation to the Club or other organisation employing them must make explicit the nature of the conflict, and the loyalties and responsibilities involved, to all parties concerned.

Co-operation

- 1.9** Club coaches should 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 advise/counselling for young paddlers whose training impinges or is likely to; impinge, upon the performance of their studies.
- 1.10** Club 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.

Advertising

- 1.11** Advertising by sports coaches in respect of qualifications and or services shall be accurate and professionally restrained.
- 1.12** Club coaches shall not display any affiliation with an organisation in a manner that falsely implies sponsorship or accreditation by that organisation.

Integrity

- 1.13** Club coaches should 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 the club Chairman.
- 1.14** Club coaches must not encourage participants to violate the rules of their sport and should actively seek to discourage such action. Furthermore coaches should encourage participants to obey the spirit of such rules.
- 1.15** Club coaches must not compromise their performers by advocating measures which could be deemed to constitute seeking to gain an unfair advantage. Above all, coaches must never advocate the use of prescribed drugs or other banned performance enhancing substances.
- 1.16** Club coaches must treat opponents and officials with due respect, both in victory and defeat and should encourage their participants to act in a similar manner.
- 1.17** Club coaches must accept responsibility for the conduct of their participants insofar as they will undertake to discourage inappropriate behaviour.

Confidentiality

- 1.18** Club 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.
- 1.19** 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 following:
 - a)** Evaluation of the participant within the sport for competitive selection purposes.
 - b)** Recommendations concerning participants for professional purposes.
 - c)** Pursuit of disciplinary action involving participants within the sport.
 - d)** Pursuit of disciplinary action by the Club/BCU involving fellow coaches in alleged breaches of this Code of Ethics and Conduct.

Abuse of privilege

- 1.20** The Club coach is privileged on occasion, to have contact with participants and to travel and reside with participants in the course of coaching and competitive practice. A Coach must not attempt to exert undue influence over the participant in order to obtain personal benefit or reward.

Personal Standards

- 1.21** The Club coach must consistently display high personal standards and project a favourable image of their sport and of coaching to participants, other coaches, officials spectators the media and the general public.
- 1.22** Personal appearance is a matter of individual taste but the sports coach has an obligation to project an image of health cleanliness, and functional efficiency.

- 1.23 The Club coach should never smoke when coaching.
- 1.24 Club coaches should not drink alcohol so soon before coaching that the smell will still be on their breath when working.

Safety

- 1.25 Club coaches have a responsibility to ensure the safety of the participants with whom they work as far as possible within the limits of their control.
- 1.26 All reasonable steps should be taken to establish a safe working environment.
- 1.27 The work done and the manner in which it is done should be in keeping with regular and approved Club practises within the sport.
- 1.28 The activity being undertaken should be suitable for the age, experience and ability of participants.
- 1.29 The participants should have been systematically prepared for the activity being undertaken and made aware of their personal responsibilities in terms of safety.

2. ISSUES OF COMPETENCE

- 2.1 Club coaches shall confine themselves to practise in those fields of sport in which they have been trained and educated, and which is recognised by the BCU to be valid. Valid areas of expertise are those directly concerned with coaching paddlesport. Training includes the accumulation of knowledge and skills through both formal coach education courses and by experience at a level of competence acceptable for independent coaching practice.
- 2.2 Club coaches must be able to recognise and accept when to refer participants to other agencies. It is their responsibility, as far as possible, to verify the competence and integrity of the person to whom they refer a participant.
- 2.3 Club coaches should regularly seek ways of increasing their professional development and self awareness, particularly with regard to new BCU courses.
- 2.4 Club coaches should welcome evaluation of their work by colleagues and be able to account to participants, Club Officials, the BCU and other Governing Bodies and colleagues for their actions.
- 2.5 Club coaches have a responsibility to themselves and their participants to maintain their own effectiveness, resilience and abilities, and to know when their personal resources are so depleted as to make it necessary for them to seek help and/or to withdraw from coaching, whether temporarily or permanently.

It is recommended that all Club Officials, coaches, volunteers and members should read the Equity Policy document and be familiar with its contents.

The Equity Policy and Code of Ethics may be subject to review and alterations. These may be the result of changes to guidelines and based on the recommendations of the British Canoe Union, Sport England or the Institute of Sports Coaches. Any adjustments to the policy document will be subject to the approval of the Club General Committee and members will be informed of the revisions at the Annual General Meeting.

Date of last Revision: 7:10:2008.

Date of next review: On an annual basis when revisions may be made if they are deemed to be appropriate.

Dave Gray (Club Chair)