

# BRITISH TRIATHLON COACHES CODE OF PRACTICE



BRITISH  
TRIATHLON



TRIATHLON  
ENGLAND



TRIATHLON  
SCOTLAND



WELSH  
TRIATHLON  
CYMRU

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# WHAT IS A CODE OF PRACTICE?

A code of practice defines what is considered good and correct behaviour of all British Triathlon coaches.

It reflects the values held by the coaching profession, and outlines the expected conduct of members while they perform their duties.

It will also be used as a benchmark to assess whether certain behaviours are acceptable or not acceptable. As a qualified triathlon coach, you are expected to adhere to this code of practice at all times, as well as all other British Triathlon policies and standards.

## **BREACH OF THE CODE OF PRACTICE**

Breaches of the British Triathlon Coaches Code of Practice could be subject to legal and statutory service proceedings where criminal offence has taken place as well as disciplinary action and sanction by British Triathlon or Home Nation.

# BRITISH TRIATHLON CODE OF ETHICS

**Coaches are bound and expected to uphold at all times British Triathlon Code of Ethics as well as the Coaches Code of Practice.**

British Triathlon is committed to upholding and protecting the organisation's vision and values, and to upholding the highest possible standards of sporting integrity.

The Code of Ethics defines how we expect everyone in triathlon to conduct themselves whenever they are involved with swim, bike, run. In doing so this will build welcoming, safe, and inclusive environments for everyone in our sport to enjoy.

## BE PEOPLE CENTRED

1. Nurture environments to promote great experiences in swim, bike, run
2. Foster a culture where everyone feels valued and safe
3. Inspire, motivate, and make a positive difference to the people around you

## BE INCLUSIVE

4. Promote and help make a more equal, diverse, and inclusive triathlon community and culture
5. Embrace diversity and recognise and respect everyone in triathlon
6. Listen to diverse opinions, perspectives and demonstrate a willingness to allow everyone to succeed and participate

## DO WHAT'S RIGHT

7. Behave with honesty, kindness, respect, and integrity
8. Treat everyone equally and fairly
9. Lead by example and champion the rights of every individual to participate in triathlon

## BE AMBITIOUS

10. Be passionate about doing your best
11. Create a positive impact
12. Be innovative, dynamic, and creative



# THE CODE OF PRACTICE IS DIVIDED INTO FIVE AREAS

**1** RESPECT FOR PARTICIPANTS

**2** INTEGRITY IN RELATIONSHIPS

**3** RESPONSIBILITIES: BEHAVIOURS AND CONDUCT

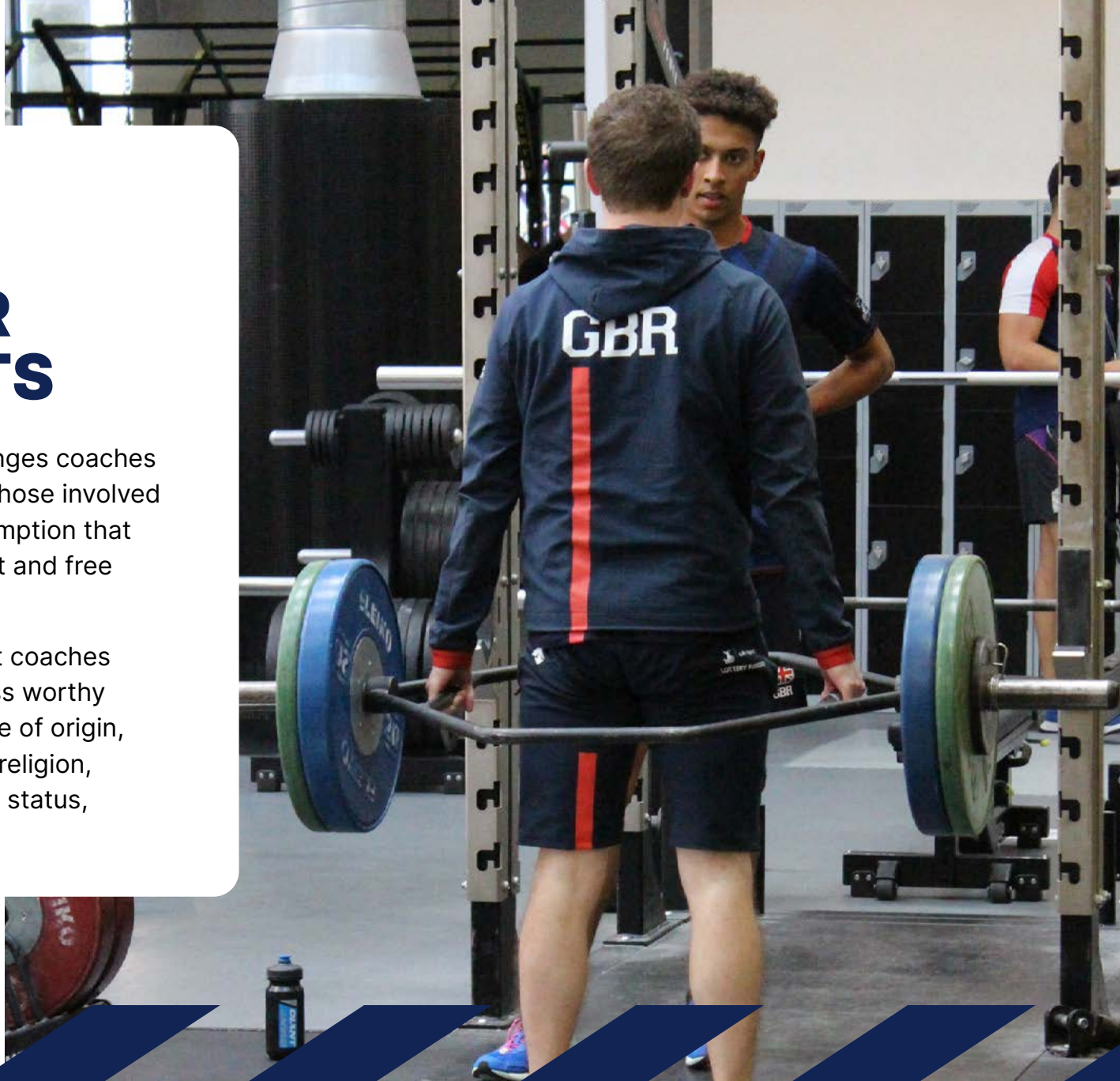
**4** PROFESSIONAL RESPONSIBILITIES

**5** FAIR PLAY PRINCIPLES

# 1 RESPECT FOR PARTICIPANTS

The principle of respect for participants challenges coaches to act in a manner respectful of the dignity of those involved in triathlon. This principle is based on the assumption that each person has value and is worthy of respect and free from harassment.

Acting with respect for participants means that coaches do not make some participants feel more or less worthy than others, on the basis of; gender, race, place of origin, ethnicity, athletic potential, sexual orientation, religion, political beliefs, socio-economic status, marital status, age or any form of disability.



# 2 INTEGRITY IN RELATIONSHIPS

Developing professional relationships with individuals is a central part of being an effective coach. However, it must be recognised that behaving with integrity is crucial, and coaches will be expected to be honest, sincere, and honourable in their relationships with participants and others.

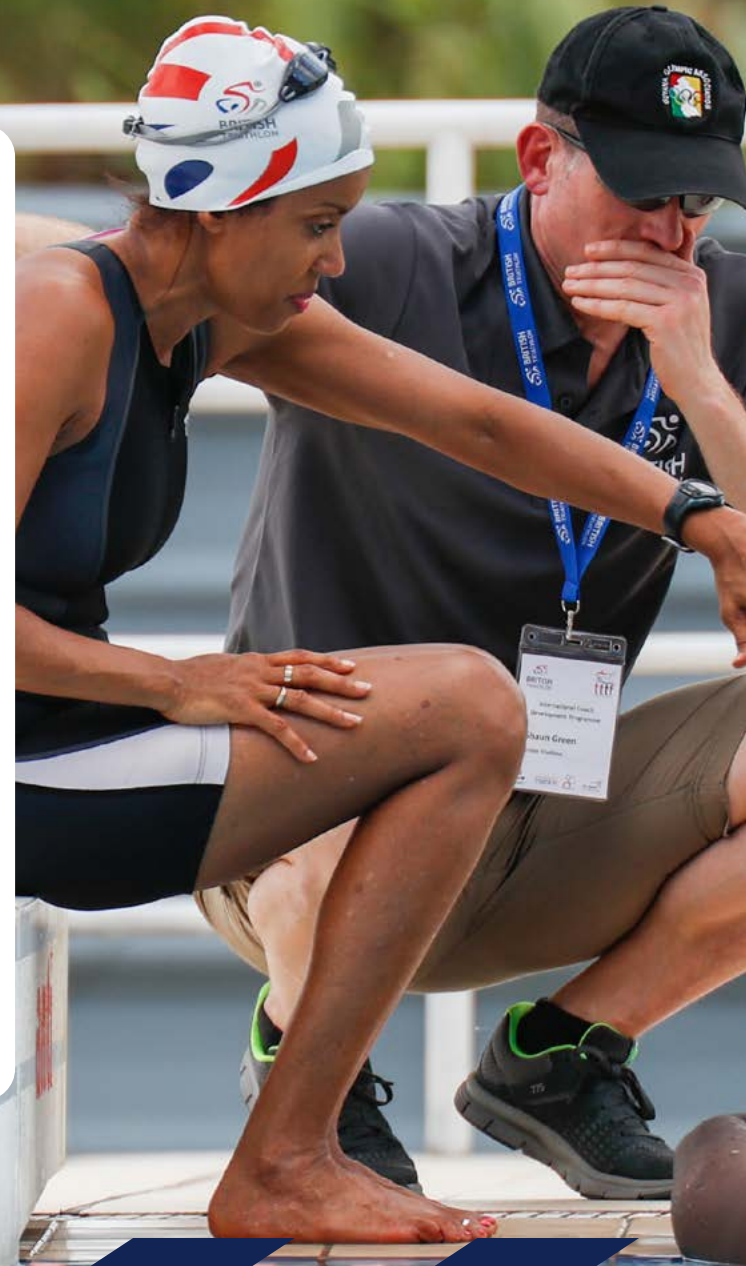


# 2 INTEGRITY IN RELATIONSHIPS

- **Must have** a high degree of self-awareness and the ability to reflect critically on how your values and opinions influence others
- **Should** empower participants to be responsible for their own decisions
- **Should** clarify the nature of the coaching services being offered to Participants in advance
- **Should** communicate and cooperate with other organisations and individuals in the best interests of the participants
- **Must have** knowledge of and follow the British Triathlon Safeguarding and Protecting Children and Adults at Risk Policies and procedures and take necessary actions if they have a concern over the wellbeing of a child and adults at risk. [www.britishtriathlon.org/about-us/safeguarding](http://www.britishtriathlon.org/about-us/safeguarding)
- **Must not** engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying)
- **Must not** use their position as a coach to incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with athletes they coach who are aged over 18 years
- **Coaches as defined in law** (England and Wales only; not a criminal offence in Scotland but Breach of Code of Practice) are in a position of trust in relation to children and participants aged 16 and 17. Coaches must not engage in sexual activity such as inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with 16 and 17 years olds whilst they hold a position of trust and authority over them and an unequal power relationship exists, to do so would be committing a criminal offence

# 3 RESPONSIBILITIES: BEHAVIOURS AND CONDUCT

- Must be fair, honest and considerate to participants and others in the sport, e.g. officials, club members, race organisers, event volunteers
- Make a personal commitment to providing a quality service to participants at all times
- Must be a positive role model for participants, the club and the sport of triathlon throughout Great Britain
- Take pride in being a coach, this includes, projecting an image of health, wearing appropriate clothing and use of appropriate language and actions
- Should not be under the influence of alcohol or drugs when operating in the professional capacity as the coach, this includes travelling to and from as well as delivering sessions





# 4 PROFESSIONAL RESPONSIBILITIES

The principle of coaching responsibilities carries the expectation that the activities of all coaches will benefit society in general, and participants in particular and will do no harm. Fundamental to the implementation of this principle is the notion of competence, which implies that coaches should be well-prepared and possess up-to-date knowledge of triathlon so they will be able to maximise benefits and minimise risk to the participants.



# 4 PROFESSIONAL RESPONSIBILITIES

- **Ensure** that the environment is as safe for training and competition, taking into account and minimising possible risks
- **Any physical contact** with participants should be appropriate to the situation necessary for the participants skill development. Always ask prior permission if contact is required
- **Promote** the execution of safe and correct practice at all times
- **Be professional** in their work and accept responsibility for their actions
- **Make a commitment** to providing a quality service to their participants
- **Recognise** the power inherent in the position as a coach
- **Contribute** to the development of triathlon coaching by exchanging knowledge and ideas with others
- **Acknowledge** the limitations of their knowledge and competence
- **Obtain appropriate** triathlon coaching qualifications to the level of operation required
- **Ensure** they hold a valid and appropriate insurance policy for their coaching activities
- **Obtain** a DBS certificate (England and Wales) or PVG Scheme Membership (Scotland) from British Triathlon or Triathlon Scotland. These will need to be renewed every three years
- **Must complete** a UK Coaching Safeguarding and Protecting Children Course (England and Wales) when coaching under 18s. Those coaching over 18s in England or Wales must complete either the UK Coaching Safeguarding and Protecting Children Course or the UK Coaching Safeguarding Adults course. Coaches in Scotland coaching under 18s must complete the Child Wellbeing and Protection in Sport Course

# 5 FAIR PLAY PRINCIPLES

Coaches should abide by the principles of fair play during training and competition. Applying fair play principles implies that all those involved in sport recognise the importance of fairness, a respectful attitude and appropriate conduct when engaging in triathlon related activities, and agree to model and promote them at all times.



# 5 FAIR PLAY PRINCIPLES

**The following are examples of fair play behaviours for coaches:**

- **Follow all the rules** and never seek to deliberately break a rule
- **Aim to compete fairly**, using talent and ability to win; refuse to win by illegal means or by cheating
- **Respect** all race and technical officials, and their decisions, without doubting their integrity
- **Recognise** and acknowledge good performances by others
- **Maintain dignity** in all circumstances, and demonstrate self-control
- **Know** the rules and regulations well, and apply them with impartiality at all times
- **Never** condone the use of any illegal or prohibited substances according to the WADA code to enhance an participants performance

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