

## Code of Conduct for UK Ultimate Coaches

Ultimate coaches play a crucial role in the development of the sport and in the lives of those they coach. Coaches must demonstrate a high degree of honesty, integrity and competence. Coaches need to understand and act upon their responsibilities as well as supporting participation, basic joy of play and achievement. This document outlines the ethical, and in some places legal, responsibilities and behaviours expected of a UK Ultimate coach.

### RELATIONSHIPS

*Coaches must develop relationships with others based on openness, honesty, mutual trust and respect.*

Responsibilities	Behaviour
<ul style="list-style-type: none"> <li>● Must not engage in behaviour that constitutes any form of abuse. Common types of abuse include: <i>physical, emotional/psychological, sexual, financial, discriminatory, domestic, organisational, neglect, self-neglect, modern slavery</i> This is by no means an exhaustive list.</li> <li>● Should aim to recognise if a player may be suffering from abuse and follow appropriate reporting procedures.</li> <li>● Should promote the general welfare and best interest of participants.</li> <li>● Must not abuse or misuse any relationship of trust or position of power.</li> <li>● Must uphold appropriate boundaries between coach and player while the player-coach relationship exists, refraining from initiating personal or intimate relationships but also discouraging any attempt by a player to initiate an intimate personal relationship explaining the ethical (and legal if u18) basis of refusal.</li> <li>● Must take action if concerned about the behaviour of an adult towards a child, or towards other adults.</li> <li>● Should empower participants to be responsible for their own decisions.</li> <li>● Should be transparent and clear about the coaching services being offered.</li> <li>● Should communicate and cooperate with other organisations and individuals in the best interest of participants.</li> </ul>	<ul style="list-style-type: none"> <li>● Be aware of the physical needs of participants and ensure training loads and intensities are appropriate.</li> <li>● Do not engage in any form of intimate or sexually related contact or activity with any participant for whom you have a responsibility. This includes messaging as well as person-to-person contact. This extends to sexual innuendo, flirting or inappropriate gestures or terms. Coaches are in a position of power and trust and by entering into a relationship, a coach may be deemed guilty of abusing this position. In relation to children and young people this may be unlawful.</li> <li>● Be clear on safeguarding responsibilities in relation to those you are coaching. Be clear on the relevant safeguarding and protection recording and reporting procedures and follow them if required.</li> <li>● Respect participants' opinions when making decisions about their participation.</li> <li>● Encourage participants to take responsibility for their own development and actions and include them in decision-making processes.</li> <li>● Discuss and agree what information is confidential.</li> <li>● Inform participants /parents of the requirements on the sport.</li> <li>● Be open and honest about any costs involved in coaching services.</li> <li>● Be aware of and communicate any conflict of interest.</li> </ul>

## RIGHTS

*Coaches must respect and champion the rights of every individual.*

<i>Responsibilities</i>	<i>Behaviour</i>
<ul style="list-style-type: none"> <li>• Assist in the creation of an environment where every individual has the opportunity to participate.</li> <li>• Create and maintain an environment free of fear and harassment.</li> <li>• Recognise the rights of athletes to be treated as individuals and to seek advice from other coaches or experts.</li> <li>• Promote the concept of a balanced lifestyle supporting well-being in and out of the sport.</li> </ul>	<ul style="list-style-type: none"> <li>• Treat individuals in the sport with respect at all times.</li> <li>• Do not discriminate or allow any form of discrimination to go unchallenged.</li> <li>• Do not publicly criticise or engage in demeaning descriptions of others.</li> <li>• Be discreet in any conversations about participants, opposition, coaches, spectators, officials, organisers, or anyone else involved in the sport.</li> <li>• Communicate in a way that reflects respect and care.</li> </ul>

## PROFESSIONAL STANDARDS

*Coaches must attain a high level of competence through training that ensures safe and correct practice.*

<i>Responsibilities</i>	<i>Behaviour</i>
<ul style="list-style-type: none"> <li>• Provide an environment that minimises risk to participants.</li> <li>• Promote safe and correct practice.</li> <li>• Be professional and accept responsibility for your actions.</li> <li>• Actively promote the positive benefits of participation in Ultimate.</li> <li>• Contribute to the development of Ultimate coaching by exchanging knowledge and ideas with others.</li> <li>• Work in partnership with other agencies, professionals and UKU to gain qualifications appropriate to the level at which you coach.</li> </ul>	<ul style="list-style-type: none"> <li>• Follow guidelines from UKU and other professional bodies.</li> <li>• Plan sessions that meet the needs of participants; that are appropriate and progressive.</li> <li>• Maintain appropriate records.</li> <li>• Seek to achieve the highest appropriate level of qualification available.</li> <li>• Seek continuing professional development opportunities to improve coaching skills and update knowledge. Identify your developmental needs as a coach.</li> <li>• Be aware of relevant social issues and how your sport can contribute to local, regional or national initiatives.</li> <li>• Actively participate in recruitment and education opportunities in Ultimate.</li> <li>• Actively contribute to improve the standards and quality of coaching.</li> <li>• Do not assume responsibility for any role for which you are not qualified.</li> <li>• Do not misrepresent your level of qualification.</li> </ul>

## PERSONAL STANDARDS

*Coaches must demonstrate proper personal behaviour and conduct at all times.*

<i>Responsibilities</i>	<i>Behaviour</i>
<ul style="list-style-type: none"> <li>• Must be fair, honest and considerate to athletes and others in the sport.</li> <li>• Should be a positive role model in the way you present yourself.</li> <li>• Must be a positive role model for athletes at all times.</li> </ul>	<ul style="list-style-type: none"> <li>• Operate within Spirit of the Game at all times.</li> <li>• Educate participants on issues relating to the use of performance enhancing drugs in sport and cooperate fully with UK Anti-Doping, UK Sport and UKU policies.</li> <li>• Maintain the same level of interest and support when a player is sick or injured.</li> <li>• Display high standards in use of language, manner, punctuality, preparation and presentation and encourage participants to display the same qualities.</li> <li>• Do not smoke, drink alcohol or take banned substances while coaching or responsible for athletes.</li> <li>• Display control, respect, dignity and professionalism to all involved in the sport.</li> </ul>

## SOTG

*Coaches must create an environment where players are responsible for upholding the rules.*

<i>Responsibilities</i>	<i>Behaviour</i>
<ul style="list-style-type: none"> <li>• As a non-player a coach's authority must not extend to the on-field officiating process, even if a coach can 'correct' the outcome. By doing so you give the impression that your authority is greater than those playing in upholding fairplay.</li> <li>• Coaches must encourage players to understand and be able to handle their own responsibilities on-field.</li> <li>• If asked, coaches can offer rules clarification but should avoid offering opinion.</li> <li>• Must uphold and promote SOTG at all times.</li> </ul>	<ul style="list-style-type: none"> <li>• Use training or time off-field to support, teach and educate players around SOTG.</li> <li>• Give players opportunities to learn and practice the rules of Ultimate.</li> <li>• Introduce yourself to other coaches and discuss any areas of concern prior to a game.</li> <li>• Do not make calls from the sideline.</li> <li>• Work to create sideline that supports SOTG, including parents if appropriate.</li> <li>• Always show respect for opposition, coaches, officials, organisers, spectators and others involved in the sport, and encourage players to do the same.</li> <li>• Model good SOTG at all times.</li> </ul>