



I. Purpose and Scope

This policy establishes mandatory professional, safety, and ethical requirements for all **National Team Coaches and Staff** (Head Coaches, Assistants, and all Athlete Support Personnel) to ensure a safe, positive, ethical, and clean environment in line with all governing body rules, the World Anti-Doping Code (WADC), and national safeguarding mandates. Coaches are key to establishing the ethics of the sport. The health, safety, welfare, and moral education of young people are a **first priority**, even before the achievement or reputation of the club, school, coach, or parent. This code calls for coaches to disassociate themselves from a **"win-at-all-costs" attitude**.

II. Mandatory Requirements and Professional Standards

Responsibilities – Professional Standards To maximise the benefits and minimise the risks to athletes, coaches must attain an appropriate level of competence through qualifications, and a commitment to ongoing training to ensure safe and correct practice.

A. Screening and Training

Requirement	Detail
Background Screening	Must successfully complete a comprehensive criminal record and background check every two (2) years .
Safeguarding Training	Must complete mandatory Child Protection/Abuse Prevention training, including mandatory reporting protocols, every two (2) years .
Anti-Doping Training	Must complete the WADA/NADO e-learning for Athlete Support Personnel every two (2) years .
Professional Conduct	Must consistently display high standards of behaviour and appearance. Must wear appropriate and professional clothing/uniforms (including maintaining a professional physical appearance.)
Updates	Keep all qualifications and training up to date. Notify the organization of any change of circumstance.



Responsibilities – Personal Standards Coaches must demonstrate proper personal behaviour and conduct at all times.

B. Anti-Doping and Integrity in Sport

1. **Compliance:** Adhere to all guidelines laid down by governing bodies.
2. **Prohibited Substances/Methods:** **Never** condone the use of prohibited substances or techniques.
3. **Trafficking/Administration:** **Do not** possess, traffic, or administer (or attempt to administer) any Prohibited Substance or Prohibited Method to any athlete.
4. **Prohibited Association:** **Do not** associate with any sanctioned Athlete Support Personnel in connection with doping.
5. **Education:** Encourage and guide players to accept responsibility for their own behaviour and performance.
6. **Betting Integrity:** **Do not** bet on any event or aspect of the sport. **Do not** share sensitive or "inside information" (e.g., injuries, team selection) that could be used for betting or competition manipulation.

C. Safety and Physical Welfare

1. **Primary Concern:** Place the **well-being and safety** of each player above all other considerations, including the development of performance.
2. **Risk Assessment:** Carry out a **risk assessment** of the activity and ensure the appropriate coach-to-participant ratio before beginning coaching.
3. **Activity Appropriateness:** Ensure all directed activities are **appropriate for the age, maturity, experience, and ability of players**.
4. **Equipment:** Ensure equipment (including any individual protective equipment) is **fit for purpose, safe to use and accessible**. Anything considered a safety hazard should be removed.
5. **Cooperation:** Co-operate fully with other specialists (e.g., officials, sports scientists, doctors, physiotherapists) in the best interests of the player.

D. Electronic Communications and Social Media (Safeguarding)

All communications must follow the principle of **Open and Transparent** interaction.

1. **One-on-One Contact:** All individual electronic communication (text, email, DM) with a **Minor Athlete** must include a second Adult Participant or the athlete's parent/carer.
2. **Appropriate Means:** Use appropriate means of communicating with participants (and their parents or carers) ensuring adherence to the communication policy.



3. **Social Media Boundaries:** Use social media responsibly, for example when discussing events or occurrences in sessions. All interactions should be professional.
4. **Prohibited Use:** Coaches must **not** use or tolerate inappropriate language.
5. **Do not** smoke, take recreational drugs or consume alcohol before or during coaching.

E. Respect and Non-Discrimination

1. **Equal Treatment:** Respect the rights, dignity, and worth of each and every person and treat them equally within the context of the sport.
2. **Discrimination:** **Do not** allow any form of discrimination to go unchallenged.
3. **Working Relationships:** Develop an appropriate working relationship with each player based on **mutual trust and respect**.
4. **Boundaries and Consent:** Maintain **appropriate boundaries and relationships** with all participants and their parents or carers. Ensure physical contact is appropriate and necessary and is carried out within recommended guidelines and with the participant's full consent and approval.
5. **Undue Influence:** **Do not** exert undue influence to obtain personal benefit or reward.

F. Mental Health and Welfare

1. **Promote Balance:** Promote a **balanced lifestyle**, supporting the well-being of participants in and out of physical activity or sport.
2. **Safe Environment:** Maintain an environment free of fear and harassment.
3. **Referral Pathway:** Know and communicate the confidential pathway for athletes to access mental health professionals.

III. Breach of Policy

Behaviour that breaches or falls below these expectations will be addressed immediately. Disciplinary action may be taken in line with the organization's Disciplinary Policy. Any concerns must be reported using the established reporting procedures.



Coach & Staff Code of Conduct Form

National Team Coach & Staff Code of Conduct Agreement

I, the undersigned, acknowledge and agree to abide by the Code of Conduct and all policies of the National Governing Body, including the Anti-Doping and Safeguarding policies, in my capacity as a National Team Coach (or staff member). I understand that I am accountable for my own actions and behaviour.

I. Personal Commitment

- I will place the **well-being and safety** of each player above all other considerations.
- I will respect the rights, dignity and worth of each and every person.
- I will lead by example when it comes to positive behaviour.
- I will promote the positive aspects of the sport (e.g., fair play).
- I will ensure all activities are appropriate for the age, maturity, and ability of players.

II. Mandatory Actions and Prohibited Behaviour

Mandatory Action	Prohibited Behaviour
Comply with all guidelines, policies, and procedures of the organization.	Exert undue influence to obtain personal benefit or reward.
Ensure physical contact is appropriate, necessary, and with full consent.	Condoning or using prohibited substances or techniques (doping).
Adhere to the Code of Conduct, continually displaying high standards of behaviour.	Using or tolerating inappropriate language or behaviour contrary to the spirit of the Laws of the Game.



Maintain appropriate boundaries and relationships with all participants and their parents/carers.	Smoking, consuming alcohol or recreational drugs before or during coaching.
Follow the communication policy, ensuring communication is open and transparent .	Engaging in private, one-on-one electronic communication with a Minor Athlete without supervision.
Speak out when something isn't right and follow the reporting procedures.	Allowing any form of discrimination to go unchallenged.

III. Confirmation

I understand that failure to comply with this Code of Conduct will be addressed immediately and may result in disciplinary action in line with the Disciplinary Policy.

Coach Name (Print): _____

Coach Signature: _____

Date: _____