

Child Protection Policy
Date Approved: June 2013
Date for Review: June 2015



Appendix C

Code of Conduct (Coaches)

"Inspiring thousands of new and existing participants to enjoy and grow Korfball on their doorstep"

Code of Conduct for England Korfball Coaches

Introduction

Coaches play an invaluable role in the development of Korfball nationally. Good coaches strive to ensure that participants in Korfball have a positive experience and are therefore more likely to remain in Korfball and achieve their potential. It is crucial that the expected standards of behaviour in coaching are widely published and maintained through the delivery of Korfball in England.

England Korfball expects all coaches to conform to this Code of Conduct. It should be used in conjunction with all other England Korfball policies, procedures or recognised standards. All coaches who accept and work to these guidelines are accepting their responsibility to the participants, their parents and families, to coaching and to England Korfball.

England Korfball have decided to adopt *sports coach UK's* code of conduct as it identifies best practice in coaching. It will adopted and used as a benchmark to measure Korfball coaching practice throughout England.

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Statement	Issues	Actions
Coaches must respect and champion the rights of every individual to participate in Korfball	<p>Coaches should:</p> <ul style="list-style-type: none"> assist in the creation of an environment where every individual has the opportunity to participate in a Korfball or activity of their choice create and maintain an environment free of fear and harassment recognise the rights of all performers to be treated as individuals recognise the rights of performers to confer with other coaches and experts promote the concept of a balanced lifestyle, supporting the well-being of the performer both in and out of the Korfball 	<ul style="list-style-type: none"> Treat all individuals in Korfball with respect at all times. Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs or political opinion. Do not condone or allow any form of discrimination to go unchallenged. Do not publicly criticise or engage in demeaning descriptions of others. Be discreet in any conversations about performers, coaches or any other individuals. Communicate with and provide feedback to performers in a manner that reflects respect and care.
Coaches must develop a relationship with performers (and others) based on openness, honesty, mutual trust and respect	<p>Coaches:</p> <ul style="list-style-type: none"> must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying) should promote the welfare and best interests of their performers must avoid sexual intimacy with performers either while coaching them or in the period of time immediately following the end of the coaching relationship must take action if they have a concern about the behaviour of an adult towards a child should empower performers to be responsible for their own decisions should clarify the nature of the coaching services being offered to performers should communicate and cooperate with other organisations and individuals in the best interests of performers. 	<p>Be aware of the physical needs of performers, especially the developmental stage and needs of children and young people, and ensure that training loads and intensities are appropriate.</p> <ul style="list-style-type: none"> Ensure that physical contact is appropriate and necessary, and is carried out within recommended guidelines with the performer's full consent and approval. Do not engage in any form of sexually related contact with any performer for whom they have responsibility. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms. Coaches are in a position of power and trust in relation to performers. By entering into an intimate/sexual relationship with a performer, a coach may be deemed guilty of abusing this position and, in relation to children and young people, this may also be unlawful. Inform parents or guardians immediately if you are at all concerned about the welfare of a child, unless there are concerns that this would not be in the interests of the child. Know and understand England Korfball's child protection/safeguarding policies and procedures in this regard and adhere to them.

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		<ul style="list-style-type: none"> • Arrange to transfer a performer to another coach if it is clear that an inappropriate or intimate relationship is developing. • Discuss with parents and other interested parties the potential impact of the programme on the performer. • Respect performers' opinions when making decisions about their participation in Korfball. • Encourage performers to take responsibility for their own development and actions. • Allow performers to discuss and participate in the decision-making process. • Discuss and agree with performers what information is confidential. • Inform performers or their parents/guardians of the requirements of Korfball. • Inform performers or their parents/guardians of any potential costs involved in accessing the coaching services on offer. • Be aware of and communicate on any conflict of interest as soon as it becomes apparent. • Do not work with any other coach's performer without first discussing or agreeing it with both the coach and the performer involved. • Identify and agree with performers which other experts or organisations could offer appropriate services
<p>Coaches must demonstrate proper personal behaviour and conduct at all times</p>	<p>Coaches:</p> <ul style="list-style-type: none"> • must be fair, honest and considerate to performers and others in Korfball • should project an image of health, cleanliness and functional efficiency • must be positive role models for performers at all times. 	<ul style="list-style-type: none"> • Operate within the rules and the spirit of Korfball • Educate performers on issues relating to the use of performance-enhancing drugs in sport and cooperate fully with UK Sport and England Korfball's policies. • Maintain the same level of interest and support when a performer is sick or injured. • Display high standards in use of language, manner, punctuality, preparation and presentation. • Encourage performers to display the same qualities.

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		<ul style="list-style-type: none"> • Do not smoke, drink alcohol or use recreational drugs before or while coaching. This reflects a negative image and could compromise the safety of your performers. • Display control, respect, dignity and professionalism to all involved in Korfball
<p>To maximise the benefits and minimise the risks to performers, coaches must attain a high level of competence through qualifications, and a commitment to ongoing training that ensures safe and correct practice</p>	<p>Coaches will:</p> <ul style="list-style-type: none"> • ensure the environment is as safe as possible, taking into account and minimising possible risks • promote the execution of safe and correct practice • be professional and accept responsibility for their actions • make a commitment to providing a quality service to their performers • actively promote the positive benefits to society of participation in Korfball, including the positive contribution sport can make to achieving improved outcomes for children and young people • contribute to the development of coaching as a profession by exchanging knowledge and ideas with others, and by working in partnership with other agencies and professionals • gain England Korfball coaching qualifications 	<ul style="list-style-type: none"> • Plan all sessions so they meet the needs of the performers and are progressive and appropriate. • Maintain appropriate records of your performers. • Recognise and accept when it is appropriate to refer a performer to another coach or specialist. • Seek to achieve the highest level of qualification available. • Demonstrate commitment to Continuing Professional Development (CPD) by undertaking/ attending learning opportunities to maintain up-to-date knowledge of technical developments in Korfball. • Undertake/ attend CPD opportunities to maintain up-to-date knowledge and understanding of other issues that might impact on both you and your performers. • Be aware of the social issues and how Korfball can contribute to local, regional or national initiatives. • Actively participate in recruitment and education opportunities in Korfball • Actively contribute to local, regional and national initiatives to improve the standards and quality of coaching both in Korfball and sport in general. • Practise in an open and transparent fashion that encourages other coaches to contribute to or learn from your knowledge and experience. • Engage in self-analysis and reflection to identify your professional needs. • Seek CPD opportunities to develop your coaching skills and competencies, and update your knowledge. • Manage your lifestyle and coaching commitments to avoid burnout that

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		might impair your performance. <ul style="list-style-type: none"> • Do not assume responsibility for any role for which you are not qualified or prepared. • Do not misrepresent your level of qualification. • Promote good coaching practice in others and challenge any poor practice that you become aware of.



Ion behalf of
 korfball club confirm that I have read the EKA coach code of conduct and when coaching korfball
 in Norfolk agree to abide by the principles and standards outlined in this document.

Signed.....

Date.....