

Notts County FC Academy



Coaches Code of Conduct 2019/2020

Foreword

Mark Burton, Head of Academy Coaching

“We, as coaches, are here to drive the players through their development on and off the field.

We, as coaches, are role models for these players. We have a responsibility not to let them down.

We, as coaches, have to be vigilant in what we see, hear and act upon in the player’s best interest.

We, as coaches, have a duty of care to these players in the time they spend here at the club.

We, as coaches, need to ensure that a player’s time here is one of the best experiences of his life and sets the standard on how he moves forward in society and whatever profession he pursues.

Let’s be proud together, positive together and most of all embrace and make the environment enjoyable and safe, providing a positive learning environment for each and every individual we come across.”

Good coaching practice needs to reflect the following key principles:

- **Rights**
 - Coaches must respect and champion the rights of every individual to participate in football.

- **Relationships**
 - Coaches must develop a relationship with performers (and others) based on openness, honesty, mutual trust and respect.

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

- **Responsibilities – Professional Standards**

To maximise 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.

Rights

Coaches must respect and champion the rights of every individual to participate in sessions and games within the Academy

Issues	Actions
<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 football • create and maintain an environment free of fear and harassment at Oakwell and other venues • 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 football. 	<ul style="list-style-type: none"> • Treat all individuals 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 to go unchallenged any form of discrimination. • 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 which reflects respect and care

Relationships

Coaches must develop a relationship with performers (and others) based on openness, honesty, mutual trust and respect

Notts County FC Academy supports The FA's Whistle blowing Policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting The FA Safeguarding Team on 0844 980 8200 4787, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW10 9EQ or alternatively by going direct to the Police, Children's Social Care or the NSPCC. Our club encourages everyone to know about this information and utilise it if necessary.

Issues	Actions
<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	<ul style="list-style-type: none">• 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.• Ensure that physical contact is appropriate and necessary and is carried out within recommended of the FA 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 the relevant FA or employer child protection/safeguarding policies and procedures in this regard and adhere to them.• Follow the reporting procedures laid down by Notts County FC if you have a concern – non-action is unacceptable.• 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 football.• 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 football and the Academy.• 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

Responsibilities – Personal Standards

Coaches must demonstrate proper personal behaviour and conduct at all times

Issues	Actions
<p>Coaches:</p> <ul style="list-style-type: none">• must be fair, honest and considerate to performers and others in their sport• should project an image of health, cleanliness and functional efficiency• must be positive role models for performers at all times.• must not place themselves in vulnerable situations i.e. 1:1s• must not transport junior/minors in 1:1 situations• must disclose any common or criminal law prosecution that impacts on their suitability to carry out their role	<ul style="list-style-type: none">• Operate within the rules and the spirit of football.• Educate performers on issues relating to the use of performance enhancing drugs in sport and the repercussions of using them.• 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.• 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 football.

Responsibilities – Professional Standards

To maximise 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

Issues	Actions
<p>Coaches will:</p> <ul style="list-style-type: none">• ensure that 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• comply with the Club's H & S recommendations and working practices• work within the Club's Coaching Competency Framework to develop and improve coaching outcomes• fully contribute and engage with the Club's Appraisal process• ensure that the PMA is updated at regular intervals so that it reflects an accurate account of player development• prepare in advance and provide comprehensive and individualised player review and annual summary reports	<ul style="list-style-type: none">• Follow the guidelines of Notts County FC.• 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 football.• 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 your sport can contribute to local, regional or national initiatives.• Actively contribute to local, regional and national initiatives to improve the standards and quality of coaching football.• 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 continuous professional development opportunities to develop your coaching skills and competencies and update your knowledge.• 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.



I _____ confirm that I have read and understood the Notts County FC Academy Coaches Code of Conduct. I will abide by the code of conduct at all times and maintain high standards to make a safe, enjoyable and competitive environment for players at Notts County Football Club.

Coach Signature:

Date: