

**Codes of conduct for Sport Coaches, Senior staff,
Portfolio Managers, sessional staff and club officials.**

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SPORTS COACHES.

The FA's Code of Respect

When working with players, I will:

- Place the well-being, safety and enjoyment of each player above everything
- Never tolerate any form of bullying
- Ensure all activities are suited for the players' ability and age
- Work with others for each players best interest

On and off the field, I will:

- Always show respect to everyone involved in the game
- Stick to the rules and celebrate the spirit of the game
- Encourage fair play and high standards of behaviour
- Always respect the referee and encourage players to do the same
- Never enter the field of play without the referee's permission
- Never engage in, or tolerate offensive, insulting or abusive behaviour
- Be aware of the potential impact of bad language on others
- Be gracious in victory and defeat
- Respect the facilities home and away

I understand that if I do not follow the Code, I may be:

- Required to meet with the club or league welfare officer or your CFA Designated Safeguarding Officer
- Suspended from the club from attending matches
- Suspended or fined by the County FA
- Required to leave, lose my position and/or have my licence withdrawn

Instructors and coaches must respect the rights, dignity and worth of every person and treat everyone equally within the context of their sport or physical activity.

Coaches and instructors must place the well-being and safety of the performer above the development of performance.

They should follow all guidelines laid down by the sport's governing body or national instructors register and hold appropriate insurance cover.

Coaches and instructors must develop an appropriate working relationship with performers (especially children) based on mutual trust and respect.

Coaches and instructors must not exert influence to obtain personal benefit or reward.

Instructors and coaches must encourage and guide participants to accept responsibility for their own behaviour and performance.

Instructors and coaches must hold current, valid and nationally recognised qualifications.

Coaches and instructors must ensure that activities they direct, or advocate are appropriate for the age, maturity, experience and ability of the individual.

Coaches and instructors should, at the outset, clarify with participants (and where appropriate their parents) what is expected of them and what participants are entitled to expect from their coach / instructor.

Instructors and coaches should cooperate fully with other specialists (e.g. other coaches, instructors, officials, sports scientists, doctors, physiotherapists) in the best interests of the participant.

Coaches and instructors should always promote aspects of their fitness sessions (e.g. fair play) and never condone rule violations or the use of prohibited substances.

Instructors and coaches must consistently display high standards of behaviour and appearance.

Coaches must hold a valid Enhanced DBS Certificate.

PARENTS/GUARDIANS OF PARTICIPANTS UNDER THE AGE OF 18

Put the well-being and safety of participants above all other considerations including developing performance

Treat everyone equally regardless of age, sex, disability, race, colour, ethnic origin, religion or sexual orientation and challenge any discriminatory behaviour.

Respect each other's rights, dignity, worth and contribution to the sport.

Follow the rules and guidelines of The Foundation and encourage fair play.

Make participation in sport enjoyable for all

PLAYERS

Avoid appealing for decisions and accept the decisions of match officials without question.

On matters of opinion, the instructor/coaches decision is final.

Play fairly and without danger to opponents and do not indulge in the practice of gamesmanship. This is often regarded as cheating.

Treat opponents and officials with the respect you would wish them to accord to you.

Dangerous play, unnecessary and aggressive behaviour, and bad language is unacceptable, not in keeping with the best interest of the game.

SENIOR MANAGERS, SESSIONAL STAFF AND PORTFOLIO MANAGERS.

We require all staff working for the foundation to display the following behaviours:

- **Act with integrity at all times**
Be honest, transparent, and consistent in decisions and actions, even when under pressure.
- **Put the charity's mission first**
Always act in the best interests of the charity and its beneficiaries, not personal or external agendas.
- **Use resources responsibly**
Ensure funds, assets, and time are used efficiently, lawfully, and for their intended charitable purpose.
- **Lead by example**
Model the behaviour, values, and standards expected of staff, volunteers, and partners.
- **Respect people and promote inclusion**
Treat everyone with dignity and fairness, and actively support equality, diversity, and inclusion.
- **Be accountable and open to scrutiny**
Take responsibility for decisions, welcome challenge, and cooperate fully with governance and regulatory requirements.

- **Avoid conflicts of interest**
Declare, manage, and where necessary step away from situations where personal interests could influence decisions.
- **Safeguard beneficiaries, staff, and volunteers**
Prioritise wellbeing, safety, and safeguarding, and act promptly on concerns or risks.
- **Protect confidentiality and data**
Handle sensitive information carefully and comply with data protection and privacy laws.
- **Uphold the charity's reputation**
Act professionally at all times and avoid behaviour that could damage public trust in the charity sector.