

NATIONAL TEAM COACH CODE OF CONDUCT

As the Governing Body recognised by ICU we pride ourselves in our professionalism, our desire to raise the profile of our sport and our inclusive approach. Our aim is to be the best example of Cheerleading across the Globe. We as coaches play a crucial role in reaching this goal, in the development of our sport and in the lives of the athletes we coach. We have a unique position of trust and the need to understand and act on our responsibilities is vital, as is the need to promote participation for fun and enjoyment.

SportCheer Scotland Code of Conduct for Coaches reflects the principles of good coaching practice and requires all of us, as coaches to comply unconditionally with this code. As a minimum we will comply at all times with the ICU Coaches Code of Conduct and the ICU Guidance for Athlete Entourage as well as this policy.

Our code of conduct addresses the following four areas:

Responsibilities – Professional Standards

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

Responsibilities – Personal Standards

We must demonstrate proper personal behaviour and conduct at all times.

Rights

We must respect and champion the rights of every individual to participate in our sport.

Relationships

We must develop a positive relationship with our participants (and others) based on openness, honesty, mutual trust and respect.

1. RESPONSIBILITIES – PROFESSIONAL STANDARDS

As a responsible coach, I will:

- 1.1 Hold a current Safeguarding qualification such as Child Wellbeing and Protection and/or Protected and Vulnerable Adults for those teaching Adaptive Abilities and thus ensure athlete safety and confidentiality is a priority at all times.
- 1.2 Keep my professional knowledge and skills up to date by retaining and maintaining up to date and valid ICU qualifications in the chosen coaching discipline.
- 1.3 Maintain up to date knowledge and understanding of rules and score sheets for relevant level and discipline.
- 1.4 Be a current member of the PVG Scheme.

SPORTCHEER SCOTLAND NATIONAL TEAM COACH CODE OF CONDUCT

- 1.5 Hold an in date recognised First Aid certificate.
- 1.6 Be a current club or associate member of SportCheer Scotland. If a club member you must be listed as the main mailing address.
- 1.7 Ensure that activities I direct, or guide, are appropriate for the age, maturity, experience and ability of the individual athlete.
- 1.8 Be aware of the current national and international regulations on anti-doping in sport and never assist, support or ignore practices, policies or procedures that contravene national or international anti-doping regulations.
- 1.9 Never try to recruit, overtly or covertly, athletes who are already receiving coaching or encourage athletes to change all-star teams during or at the end of their current season.
- 1.10 Always act in the best interest SportCheer Scotland, and raise any concerns with SportCheer Scotland directly, should any issues of concern arise.
- 1.11 Avoid situations where personal, financial or other considerations could have the potential to influence or compromise my professional judgement, objectivity or loyalty to SportCheer Scotland.
- 1.12 Observe the recommended national guidance on coach/athlete ratios.
- 1.13 Cooperate fully with others involved in the sport including but not limited to technical officials, team managers, other coaches, doctors, physiotherapists, sport scientists and representatives of the governing body.
- 1.14 Respect and follow the coaching structure of SportCheer Scotland.
- 1.15 Respect try out decisions and work with athletes to progress their current skill level.
- 1.16 Discuss with athletes and the National Team Committee if there is a need to recommend changes to team placements (including to and from reserve positions. The National Team Committee will make the final decision.
- 1.17 Graciously accept the decisions of judges and officials at competitive events, raising any concerns or complaints with SportCheer Scotland in the first instance.
- 1.18 Share feedback from judges and/or officials, such as competition scoresheets, with National Team Management as soon as it has been received.
- 1.19 Give adequate notice and secure approval through discussion with the National Team Committee before organising additional practices.

SPORTCHEER SCOTLAND NATIONAL TEAM COACH CODE OF CONDUCT

- 1.20 Secure prior approval from the National Team Committee/SportCheer Scotland Board before making any financial commitments or incurring financial costs on behalf of SportCheer Scotland.
- 1.21 not become personally involved in operational matters that should rightly be handled by the appropriate member of staff or other designated person.
- 1.22 immediately declare an interest in any proposed transactions or arrangements were there may be a conflict of interest, with the intention of reaching a resolution

2. RESPONSIBILITIES – PERSONAL STANDARDS

As a responsible coach, I will:

- 2.1 Be aware that my attitude and behaviour directly affects the behaviour of athletes under my supervision.
- 2.2 Act as a positive role model for athletes by conducting myself in a professional manner at all times, not bringing myself, the sport or SportCheer into disrepute by word of mouth, via social media or by deed.
- 2.3 not share confidential information either verbal, written, electronic or on social media that would be to the detriment of SportCheer Scotland
- 2.4 be mindful of my influence, promoting the success of SportCheer Scotland for the benefit of its members as a whole and by exercising independent judgement, reasonable care, skill and diligence
- 2.5 Avoid swearing, abusive language and irresponsible or illegal behaviour, including but not limited to behaviour that is dangerous to me or others, acts of violence, bullying, harassment, and physical and sexual abuse.
- 2.6 Avoid destructive behaviour and leave training venues as I find them.
- 2.7 Not carry or consume alcohol or illegal substances while coaching or attending events directly linked to coaching.
- 2.8 Avoid carrying any items that could be dangerous to me or to others, excluding cheerleading equipment used in the course of my cheerleading activity.
- 2.9 Challenge inappropriate behaviour and language by others and report any suspected misconduct by other coaches or other people involved in our sport to SportCheer Scotland and/or the Safeguarding Team as soon as possible.
- 2.10 Act ethically, professionally and with integrity, and take responsibility for my actions.

SPORTCHEER SCOTLAND NATIONAL TEAM COACH CODE OF CONDUCT

- 2.11 Avoid engaging in any activities where an actual, potential or perceived conflict of interest could arise by my presence.
- 2.12 Not engage in behaviour that could reasonably be viewed as inappropriate.
- 2.13 Follow the relevant guidance for coaches on social media use and will not post on social media any content which is inappropriate or offensive.
- 2.14 Ensure all communications involving athletes or parents whether it is personal or involving Team Scotland matters is transparent and via official channels such as National Team emails, newsletters or official Facebook group.
- 2.15 Not have telephone numbers of or accept/follow Team Scotland athletes under the age of 18 years on social media.
- 2.16 Not share any personal information regarding my own athletes, coaches or prospective athletes outside of the coaching staff of my own team / country.
- 2.17 Not give interviews or share information with any media outlet without the advanced authorisation and approval of SportCheer Scotland.
- 2.18 Consistently promote positive aspects of the sport and never condone rule violations or adopt or encourage the use of prohibited or age-inappropriate substances or techniques.
- 2.19 be honest and accurate when claiming reasonable out of pocket expenses.

3. RIGHTS

As a responsible coach, I will:

- 3.1 provide coaching services and act at all times without discrimination on grounds of age, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation gender reassignment, marital status, being pregnant or on maternity leave.
- 3.2 understand, agree and promote SportCheer's equal opportunities policy in every area of my work.
- 3.3 Respect the rights, dignity and worth of every athlete and treat everyone equally, regardless of background or ability.
- 3.4 Make the athlete's health and welfare my primary and overriding concern.
- 3.5 Respect the right of all athletes to an independent life outside of our sport.
- 3.6 Report any accidental injury, distress, misunderstanding or misinterpretation to the parents/ carers and National Team Director/Safeguarding Officer as soon as possible.

- 3.7 Never exert undue influence to obtain personal benefit or reward.
- 3.8 Not use Team Scotland or SportCheer Scotland for personal or financial gain. This includes but is not limited to promoting their own team or team events.
- 3.9 In no way undermine, put down or belittle our athletes, other coaches or practitioners, or allow those behaviours to exist within the groups that I lead / manage – including those behaviours towards other athletes or groups of athletes.

4. RELATIONSHIPS

As a responsible coach, I will:

- 4.1 Strive to build confidence in athletes to ensure their best possible development whilst part of Team Scotland.
- 4.2 At the outset, clarify with athletes (and where appropriate, with parents or carers) exactly what it is that is expected of them and what athletes are entitled to expect from me.
- 4.3 Develop healthy and appropriate working relationships with athletes based on mutual trust and respect, especially with those athletes under 18 years or who are adults at risk.
- 4.4 Never make gratuitous or unnecessary physical contact with children, young people, athletes or other coaches. (Physical contact should only take place in the interests of and for the benefit of the child/young person/athlete, rather than the coach involved). In circumstances where I need to demonstrate a technique through physical contact, always provide an explanation and seek consent before touching the athlete (never touch an athlete aged under 18 to demonstrate a technique without another adult being present).
- 4.5 Avoid spending time alone with young athletes (under 18) unless clearly in the view of other adults.
- 4.6 Ensure that parents/carers know and have given consent before taking a young athlete (under 18) away from the usual training venue.
- 4.7 Never take young athletes (under 18) alone in my vehicle.
- 4.8 Never invite a young athlete (under 18) alone into my home.
- 4.9 Never share a bedroom with a young athlete (under 18) unless they are a relative or with another adult.
- 4.10 Never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete or other person who are under 18 years of age.

**SPORTCHEER SCOTLAND NATIONAL TEAM
COACH CODE OF CONDUCT**

- 4.11 never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with an athlete, or other person, who is an adult at risk coached by me or under my supervision or not.
- 4.12 Not use my position as a coach to incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with athletes, or other persons who are aged 18 years or over.

**SPORTCHEER SCOTLAND NATIONAL TEAM
COACH CODE OF CONDUCT**

BREACH OF THE CODE OF CONDUCT

I understand that if I do not follow the code and these rules are violated, SportCheer Scotland has the right and will take appropriate action to assign penalties, suspend or permanently remove coaches from any future association with SportCheer Scotland or its members, events and properties.

Examples of penalties:

- Verbal warning
- written warning
- monitoring by another coach
- required to attend supplementary training
- be suspended
- be required to leave or be dismissed by SportCheer Scotland
- be referred to Disclosure Scotland.

I agree to comply with this code and to renew my commitment on an annual basis.

Print name

Signature

Date