

BRITISH TRIATHLON COACH, LEADER AND ACTIVATOR CODE OF PRACTICE



britishtriathlon.org

THE CODE OF PRACTICE

This code of practice applies to all coaches, leaders and activators involved in the sport of triathlon and multisport under the jurisdiction of British Triathlon and the Home Nations. As a qualified triathlon coach, leader or activator, you are expected to adhere to this code of practice at all times, as well as all other British Triathlon policies, procedures or recognised standards.

All coaches, leaders and activators have a responsibility to act according to the highest standards of integrity, and to ensure the reputation of the sport is beyond reproach.

This code of practice defines what is considered good and correct behaviour, it reflects the values held by the coaching profession, and outlines the expected conduct whilst you perform your duties. All coaches, leaders and activators have a responsibility to treat everyone with dignity, respect, sensitivity, and fairness.

The code of practice will also be used as a benchmark to assess whether certain behaviours are acceptable or not acceptable. Breaches could be subject action and sanction by British Triathlon or Home Nation.



BRITISH TRIATHLON CODE OF ETHICS

Coaches, leaders and activators are expected to uphold at all times British Triathlon Code of Ethics as well as this Code of Practice.

British Triathlon is committed to upholding and protecting the organisation's vision and values, and the highest possible standards of sporting integrity.

The Code of Ethics defines how we expect everyone in triathlon to conduct themselves whenever they are involved with swim, bike, run. In doing so, this will build welcoming, safe and inclusive environments for everyone in our sport to enjoy.

Everyone in triathlon at all times must;

BE PEOPLE CENTRED



- 1 Nurture environments to promote great experiences in swim, bike, run.
- 2 Foster a culture where everyone feels valued and safe.
- 3 Inspire, motivate and make a positive difference to the people around you.

BE INCLUSIVE



- 4 Promote and help make a more equal, diverse and inclusive triathlon community and culture.
- 5 Embrace diversity and recognise and respect everyone in triathlon.
- 6 Listen to diverse opinions, perspectives and demonstrate a willingness allow everyone to succeed and participate.

DO WHAT'S RIGHT



- 7 Behave with honesty, kindness, respect and integrity.
- 8 Treat everyone equally and fairly.
- 9 Lead by example and champion the rights of every individual to participate in triathlon.

BE AMBITIOUS



- 10 Be passionate about doing your best.
- 11 Create a positive impact.
- 12 Be innovative, dynamic and creative.



THE CODE OF PRACTICE IS DIVIDED INTO FIVE AREAS

1 RESPECT FOR PARTICIPANTS

2 INTEGRITY IN RELATIONSHIPS

3 RESPONSIBILITIES: BEHAVIOURS AND CONDUCT

4 PROFESSIONAL RESPONSIBILITIES

5 FAIR PLAY PRINCIPLES

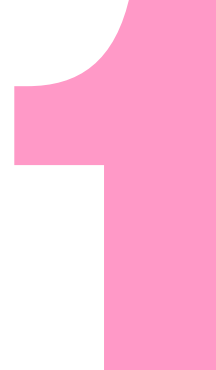


RESPECT FOR PARTICIPANTS

Coaches, leaders and activators should show respect to all participants in the sport. It is based on the belief that each person has value, is worth of respect and should be able to participate free from harassment.

As a qualified coach, leader or activator you must:

- Always act with respect and do not make participants feel more or less worthy than others, on the basis of; gender, race, place of origin, ethnicity, athletic potential, sexual orientation, religion, political beliefs, socio-economic status, marital status, age or any form of disability.
- Always adopt an open, friendly, and respectful tone when communicating, through both verbal and non-verbal communication.
- Never exert undue influence to obtain personal benefit of reward.
- Respect the rights, dignity and worth of every participant and treat everyone equally regardless of background or ability.



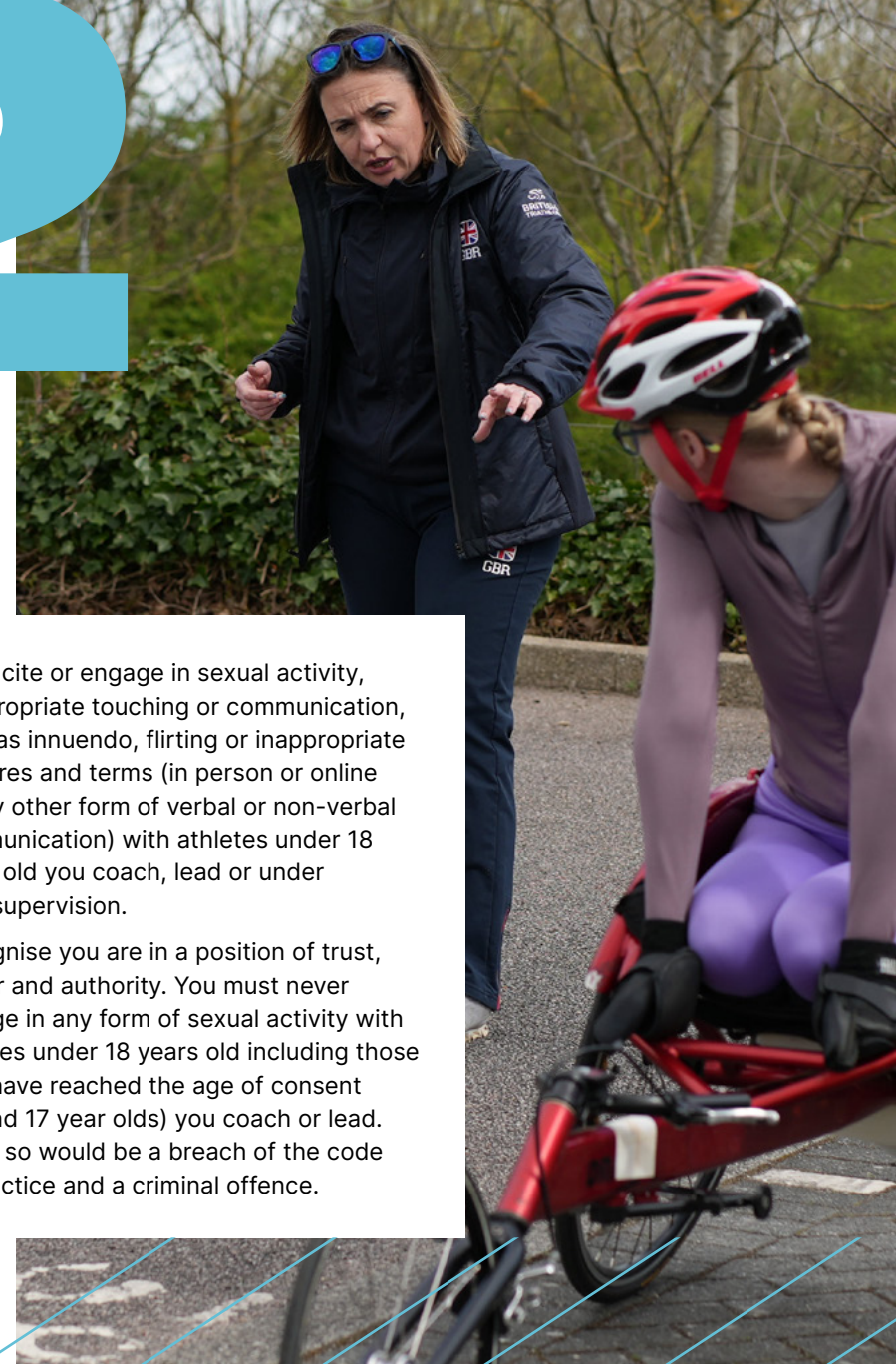
INTEGRITY IN RELATIONSHIPS

Developing professional relationships with individuals is a central part of being an effective coach, leader or activator. However, it must be recognised that behaving with integrity is crucial, and coaches, leaders and activators will be expected to be honest, sincere, and honourable in relationships with participants and others.

As a qualified coach, leader or activator you must:

- Have a high degree of self-awareness and the ability to reflect critically on how your values and opinions influence others.
- Empower participants to be responsible for their own decisions.
- Clarify the nature of the coaching services being offered to participants in advance.
- Communicate and cooperate with other organisations and individuals in the best interests of the participants.
- Develop healthy and appropriate relationships with participants (and others) based on openness, honesty, mutual trust and respect.
- Avoid spending time alone with athletes under 18 years old. Where this is unavoidable or happens inadvertently, you must ensure additional safeguards are put in place where possible, and in all cases, the circumstances should be raised to the club welfare officer as soon as possible.
- Not use your position to incite or engage in sexual activity, inappropriate touching or communication, such as innuendo, flirting or inappropriate gestures and terms (in person or online or any other form of verbal or non-verbal communication) with athletes over 18 years old you coach, lead or under your supervision.
- Not incite or engage in sexual activity, inappropriate touching or communication, such as innuendo, flirting or inappropriate gestures and terms (in person or online or any other form of verbal or non-verbal communication) with athletes under 18 years old you coach, lead or under your supervision.
- Recognise you are in a position of trust, power and authority. You must never engage in any form of sexual activity with athletes under 18 years old including those who have reached the age of consent (16 and 17 year olds) you coach or lead. To do so would be a breach of the code of practice and a criminal offence.

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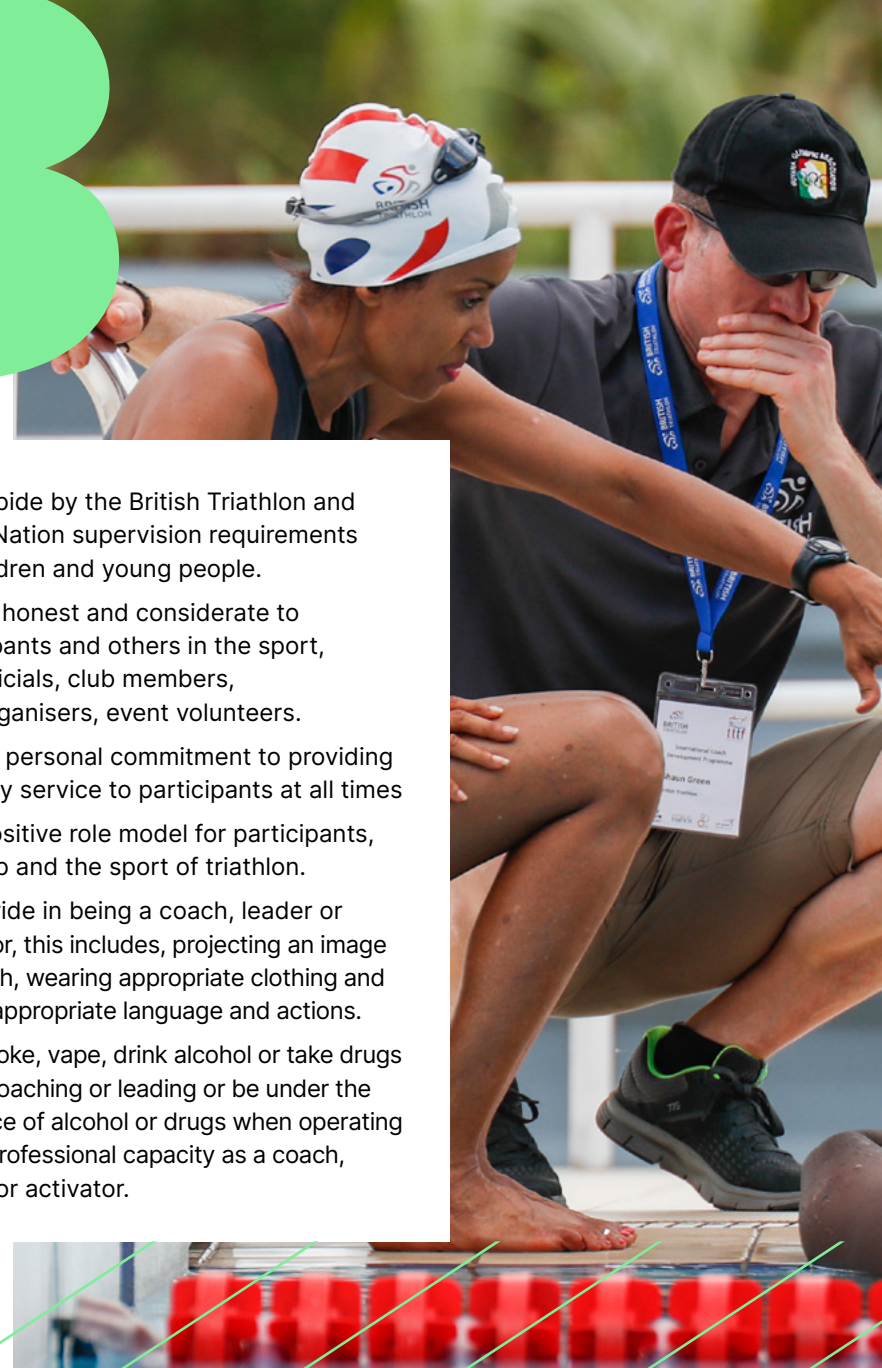


RESPONSIBILITIES: BEHAVIOURS AND CONDUCT

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As a qualified coach, leader or activator you must:

- Promote the safety, welfare, wellbeing and best interests of all participants
- Challenge inappropriate behaviour and language by others and report any concerns by other coaches, leaders, activators or other people involved in triathlon
- Always put the welfare and wellbeing of the participants first over all other considerations, including the development of performance.
- Not engage in behaviour that could reasonably be viewed or considered as inappropriate or is likely to bring the sport into disrepute.
- Act ethically, professionally and with integrity, and take responsibility for your actions.
- Avoid swearing and abusive language
- Have knowledge of and follow the British Triathlon and Home Nations Safeguarding and Protecting Children and Safeguarding Adults policies, procedures, standards and best practice and take necessary actions regarding a concern about the safety, welfare or wellbeing of a child or adult. britishtriathlon.org/about-us/safeguarding
- Not engage in behaviour that is irresponsible, illegal, dangerous to you or others, or behaviour that constitutes bullying, harassment, poor practice, acts of violence or any form of abuse (physical, sexual, emotional, neglect, bullying).
- Not engage in the massage of an athlete under 18 years old. Coaches, leaders and activators must have an up-to-date and recognised qualification in sports massage or another relevant qualification from a recognised body or authority to engage in the massage of an athlete over 18 years old.
- Must abide by the British Triathlon and Home Nation supervision requirements for children and young people.
- Be fair, honest and considerate to participants and others in the sport, e.g. officials, club members, race organisers, event volunteers.
- Make a personal commitment to providing a quality service to participants at all times
- Be a positive role model for participants, the club and the sport of triathlon.
- Take pride in being a coach, leader or activator, this includes, projecting an image of health, wearing appropriate clothing and use of appropriate language and actions.
- Not smoke, vape, drink alcohol or take drugs when coaching or leading or be under the influence of alcohol or drugs when operating in the professional capacity as a coach, leader or activator.



PROFESSIONAL RESPONSIBILITIES

The principle of coaching or leading responsibilities carries the expectation that the activities of all coaches, leaders and activators will benefit society in general, and participants in particular and will do no harm. Fundamental to the implementation of this principle is the notion of competence, which implies that coaches, leaders and activators should be well-prepared and possess up-to-date knowledge of triathlon so they will be able to maximise benefits and minimise risk to the participants.

As a qualified coach, leader or activator you must:

- Ensure the environment is as safe for training and competition, taking into account and minimising possible risks.
- Ensure any physical contact with participants is appropriate to the situation necessary for the participants' skill development. Always ask prior permission if contact is required and explain why the contact is needed.
- Promote the execution of safe and correct practice at all times.
- Be professional in your work and accept responsibility for your actions.
- Make a commitment to providing a quality service to your participants.
- Recognise the power inherent in the position as a coach, leader or activator.
- Contribute to the development of triathlon coaching by exchanging knowledge and ideas with others.
- Acknowledge the limitations of your knowledge and competence.
- Obtain appropriate triathlon coaching or leading qualifications to the level of operation required.
- Ensure you hold a valid and appropriate insurance policy for your coaching activities.
- At the age of 16 years old, hold a valid British Triathlon Disclosure and Barring Service (DBS) check (England and Wales) or Protecting Vulnerable Groups (PVG) check (Scotland) which is renewed every three years when coaching or leading children.
- When coaching or leading children or adults complete safeguarding training relevant for your role as defined by British Triathlon and the Home Nations and renew this training course every three years.

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FAIR PLAY PRINCIPLES

Coaches, leaders and activators should abide by the principles of fair play during training and competition. Applying fair play principles implies that all those involved in sport recognise the importance of fairness, a respectful attitude and appropriate conduct when engaging in triathlon related activities and agree to model and promote them at all times.

As a qualified coach, leader or activator you must:

- Follow all the rules and never seek to deliberately break a rule or condone rule violations.
- Aim to compete fairly, using talent and ability to win, and refuse to win by illegal means or by cheating.
- Respect all race and technical officials and their decisions without doubting their integrity.
- Recognise and acknowledge good performances by others.
- Maintain dignity in all circumstances and demonstrate self-control.
- Know the rules and regulations well and apply them with impartiality at all times.
- Never condone the use of any illegal or prohibited substances according to the WADA code to enhance an participant's performance.



Concerns regarding behaviour related to the British Triathlon Coach, Leader and Activator Code of Practice Code should be made to concern@britishtriathlon.org

British Triathlon has policies and procedures in place to ensure concerns regarding behaviour are dealt with appropriately. For more information, please [click here](#)

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