



CODE OF CONDUCT FOR ROWING COACHES

Coaches have a responsibility of care

Coaches should:

- take action to report concerns they may have about behaviour towards a child or vulnerable adult, following the [Scottish Rowing Grounds for Referral Guidelines](#). Non-action is unacceptable
- receive, record and report allegations of abuse according to [Scottish Rowing guidelines](#)
- hold valid qualifications
- hold appropriate insurance.

Coaches should ensure safe practice at all times

Coaches should:

- follow [Scottish Rowing Safety Code and Guidelines](#)
- coaches should ensure that the environment is as safe as possible by assessing and managing risk to an appropriate level
- promote the execution of safe and correct practice.

Coaches should look to continually develop their practices

Coaches should:

- accept that improvements in their coaching can always be made
- gain qualifications at a level appropriate to their coaching context
- follow a programme of continuous professional development
- engage in self-analysis and reflective practice to identify areas for personal improvement
- practise in an open and transparent fashion that encourages other coaches to contribute to or learn from their knowledge and experience
- contribute to the development of coaching by sharing knowledge and ideas with others
- contribute to initiatives to promote the standards and quality of coaching and coaches
- learn about issues in the sport that might affect coaches or participants
- learn about the role of rowing in current local, regional and national initiatives.

Coaches should make a commitment to providing quality coaching service to participants.

Coaches should:

- plan and prepare for all sessions so that they meet the needs of participants and are appropriate and progressive
- maintain appropriate records with regard to participants
- support talent.

Coaches should follow [the Scottish Rowing Child Wellbeing and Protection Policy and Guidelines](#)

Coaches should:

- ensure that any physical contact is appropriate and necessary and is carried out within recommended guidelines, and with the participant's full consent and approval
- avoid any form of sexually related contact, innuendo, flirting or inappropriate gestures when coaching, particularly with under-age participants
- avoid sexual intimacy with participants either whilst coaching them, and also in the period of time immediately following the end of the coaching relationship
- arrange to transfer a participant to another coach if it is clear that an intimate relationship is developing.

Coaches should coach in a participant focused way

Coaches should:

- promote the welfare and best interests of participants
- assess each individual's needs, and support individuals to determine their goals
- recognise and accept when it is in the participant's interest, to refer a participant to another appropriate coach or specialist
- assist the participant to access other appropriate services that could aid their development
- recognise the rights of participants to confer with other coaches and experts
- communicate and co-operate with other organisations and individuals in the best interests of the participants
- obtain the agreement of coaches and participants when taking over some or all coaching responsibility
- be aware of and communicate any conflict of responsibility as soon as it becomes apparent
- be aware of the physical needs of participants, especially those still growing and ensure that training loads and intensities are appropriate

- maintain the same level of interest when the athlete is sick or injured.

Coaches should coach in a professional manner

Coaches should:

- be transparent and accountable in their coaching practices
- be professional and accept responsibility for their actions
- clarify from the beginning of the coaching relationship what is expected of the participants and also what they can expect from the coach
- allow athletes access to an appropriate complaints mechanism
- respect the individual's right to transfer between clubs, coaches or other sports
- only assume roles for which they are qualified and prepared
- not misrepresent their level of qualification or experience
- seek out a balance between coaching and lifestyle commitments to maintain an effective and enjoyable coaching career.

Coaches should ensure that rowing is a positive recreational activity

Coaches should:

- create an environment free of fear and harassment
- help to maintain enjoyment of rowing
- promote the concept of a balanced lifestyle, supporting the well-being of the athlete both in and out of the sport
- aid participants' motivation
- avoid placing undue pressure on children
- ensure that the ability and performance of the child in sport is not excessively linked with their own perceptions of self-worth.

Coaches should promote rowing and health.

Coaches should:

- actively promote the benefits of participation in rowing
- promote drug-free sport
- educate participants on [the Anti-Doping Rules for Scottish Rowing](#)
- should promote health
- avoid smoking, drinking or drug use before or whilst coaching, as this portrays a negative image and could affect the safety of participants in rowing.

Coaches should encourage personal empowerment.

Coaches should:

- recognise the rights of all participants to be treated as individuals
- allow participants to express their own views and make their own decisions
- canvass and respect participants' reasons for rowing, even if they consider fun and participating more important than winning
- ensure that participants are fully informed of the requirements of the sport and the coaching programme
- respect participants' opinions when making decisions about their participation in the sport
- encourage participants to take responsibility for their own development and actions
- involve participants as part of the decision making process.

Coaches should communicate appropriately.

Coaches should:

- follow the guidelines in [the Scottish rowing Advice and Good Practice for Communication](#)
- communicate with and provide feedback to participants in a manner which reflects respect and care
- avoid criticising, or engaging in demeaning descriptions of others
- be discreet in any conversations about participants, coaches or other individuals
- discuss and agree with participants what information is confidential.

Coaches should establish expectations.

Coaches should:

- clarify the nature of the coaching services being provided for participants
- inform participants and parents of juniors of the requirements of the sport
- discuss with parents and other relevant parties the potential impact of the coaching programme on junior participants
- inform athletes or their parents of any potential costs in accessing their coaching services.

Coaches should be positive role models.

Coaches should:

- model, and promote adherence to, the codes of conduct
- display high standards in the use of language, manners, punctuality, preparation and presentation
- operate within the rules and spirit of rowing
- promote the positive aspects of the sport
- challenge and not condone discrimination on the grounds of gender, race, colour, disability, sexuality, age, religion, political opinion, occupation or marital status in the coaching environment
- treat all individuals in the sport with respect at all times, and be fair, honest and considerate
- display control, respect, dignity and professionalism to all involved in rowing
- encourage mutual respect between participants in the sport
- promote tolerance
- act equitably in their coaching and combat discrimination on the basis of gender, age, race, colour, sexual orientation, political opinion etc
- act in a non-violent way
- address any bullying between participants.

Coaches should be models of sportsmanlike behaviour.

Coaches should:

- act with respect for the opposition
- condemn cheating.

CODE OF CONDUCT FOR COACHES OF JUNIORS (ADDITIONAL)

Coaches of juniors must be familiar with and follow [the Scottish Rowing Child Wellbeing and Protection Policy and Guidelines](#)

Coaches of juniors should coach in a child-centred way.

Coaches should:

- recognise that children have rights
- ensure that activities are appropriate for children
- consider the child's rights and needs before considering the champion
- work in partnership with the child's parents to ensure the child's needs are met
- keep holistic development as the core objective of participation in rowing
- respect the child's interests in activities other than in sports
- not force their aspirations and ambition on children
- respect the right to privacy of young athletes.

Coaches of juniors should emphasise quality of training over quantity.

Coaches should:

- ensure that the level and type of participation is appropriate to their child's stage of development
- encourage children to play and experience a broad variety of sports, particularly younger children
- promote individual progress, skill and development before winning in age group competition to help promote long term participation of children in the sport
- encourage the development of good technique before performances
- recognise that the stage and rate of development is not the same for all juniors and allow child participants to compete at their own current level
- emphasise the role that maturation has to play in age group competition
- consider whether it is appropriate to juniors' developmental stage for them to be engaged in intensive training
- ensure that children are not forced to train to excess
- protect the right to health and rest
- coach juniors according to the how much and how often junior guidelines.