

COACHES CODE OF ETHICS

Introduction

The role of the coach within the sports of ice skating is a very important one. The coach is a mentor, a teacher and a confidante and must therefore demonstrate exemplary behaviour at all times. The Code of Ethics outlines NISA regulations and standards of behaviour in competence and integrity. The purpose is to advise all coaches on appropriate behaviour in their work and to define the principles coaches stand for.

NISA recognises that it has an obligation to its members, employees, and the communities where it operates, to observe and maintain the highest standards of integrity and ethics. NISA must also ensure that all coaches who are acting on behalf of NISA uphold and comply with these standards. NISA has a duty to its members to provide guidelines within which NISA coaches work.

NISA acknowledges the importance of the contribution by coaches to the creation of a positive skating environment within which all individuals can ultimately benefit. NISA offers coaches training and seminars on regular basis.

All coaches will be required to acknowledge in writing that he or she has received and reviewed a copy of this Code of Ethics and that he or she agrees to be bound by and comply with the Code of Ethics.

The following sections set out the overriding principles that coaches are expected to adhere to, so as to ensure that taking part in ice skating is a positive experience for all. Coaches have duties and responsibilities to pupils and their guardians, the sport, other coaches, the place of work and the national governing body (NISA).

Ethical Standards

1. Responsibilities to Pupils and Their Guardians

To respect the rights and worth of every person regardless of gender, ability, cultural background or religion, and to ensure that any activity under their supervision is *free from non-equitable behaviour*.

To be technically competent to perform as a coach. Coaches shall *pursue continuing education* and technical upgrading in their knowledge of skating in order to keep up with the sport and provide the skaters with the latest information. The coaches must be fully aware of rules for tests and competitions.

“Embrace and expect change”

To maximise benefits and minimise risks to athletes. This includes creating *a safe, fun and productive environment* ensuring that athletes have the optimum opportunity to reach their desired goals.

To develop relationships based on *openness, honesty, mutual trust and respect*. As professionals, coaches shall take responsibility for their methods and actions.

To *recognise and accept when to refer* performers to other coaches or agencies, and to verify the competence and integrity of these other persons. If at any time a coach feels concerned about his or her effectiveness in a certain situation it is up to him or her to find help or withdraw if necessary. Furthermore, coaches shall clearly identify the services they provide, such as competition attendance, cutting music etc.

Coaches shall create an environment in which everybody can participate, and in which everyone is free of fear and harassment. Coaches shall recognise the differences in ability and *provide activity to suit both individual and group needs*. Coaches shall make sure that the level of activity carried out by the skaters is suitable for their age, strength, maturity and the ability of each individual skater.

To maintain an appropriate degree of *confidentiality* within their coaching relationships. However, coaches shall report concerns regarding children and vulnerable adults to an appropriate authority. Coaches shall set and uphold the boundaries between a working relationship and friendship between themselves, skaters and parents/guardians.

To *encourage skaters to be active* learners and take responsibility for their own skating development. Coaches shall be aware of the *emotional, physical, intellectual and social development* of their skaters and not put their development as an athlete above any of these factors. Coaches shall promote a balanced lifestyle, supporting the well-being of the athlete.

2. Responsibilities to the Sport of Ice Skating

To *be aware of the influence coaches exert* over their pupils and thus act in a professional manner at all times, arriving punctually and conducting themselves in a suitable way. Appearance is a matter of personal taste but the coach has an obligation to project an image of health, cleanliness and functional efficiency.

To ensure that no action on their part could be seen as inappropriate. Coaches must not work under the influence of alcohol or drugs or smoke whilst working.

To *encourage appropriate behaviour* during both training and competitions. The fair spirit of the sport should be encouraged, including the appropriate way of dealing with victory and defeat. Coaches shall discourage any contravention of the rules of the sport.

3. Responsibilities to Other Coaches

To develop the profession by *sharing knowledge, understanding and ideas*.

To be *honest and open* in their dealings with colleagues and to support colleagues by avoiding negative comments about them and their skaters.

To ***never attempt to solicit*** the pupils of another coach, directly or indirectly, or through third parties. A coach shall not coach a skater without prior agreement from the skater's current coach.

To ***take on a new skater only after checking*** with the skater and (when possible) with their former coach, that all debts are settled before the beginning of the new coaching relationship.

4. Responsibilities to the Place of Work

Not to misrepresent qualifications, registrations, affiliations or professional status, and to ***report any concerns*** regarding health and safety issues to the appropriate person.

To show respect for the facilities and all employees working to provide a skating facility. Coaches shall also encourage their colleagues, pupils, their parents and guardians ***to treat the facilities with respect.***

5. Responsibilities to the National Governing Body (NISA)

To avoid any activities that could lead to the NISA being brought into disrepute. The appropriate internal communication channels should be used to communicate concerns or criticism.

To promptly ***report to NISA all violations*** that come to their attention. All coaches must provide NISA with accurate and reliable information at all times.

To ***report any conviction*** by a court of law, disciplinary proceeding or any related court proceeding. By signing this Code of Ethics coaches certify that they are not known to any Social Services Department or any similar agency as being an actual or potential risk to children.

To use every endeavour to promote NISA, its activities and the sport of ice skating. Coaches must display high personal standards and *project a favourable image* of ice skating. The coaches must maintain NISA membership and NISA license in good standing.

To *avoid the questioning* of judges and officials except through accepted procedures.

To *report violations of ethical standards* through the appropriate channels. Coaches shall be open, honest and retain an appropriate degree of confidentiality in their dealing with the governing body.

NISA's Responsibilities to Coaches

- To appropriately acknowledge coaches for their contribution to a skater's progress and achievement.
- To act in a manner that upholds the good standing of the sport.
- To be open, honest and retain an appropriate degree of confidentiality in their dealing with coaches.
- To encourage open and honest dialogue with coaches.

Reporting Complaints and Violations

Any member may at any time refer a complaint to the Chief Executive. The complaint shall be in writing and shall specify 1) the person against whom the complaint is made and 2) the grounds of the complaint. For more information see the section on complaints in the NISA Memorandum, Articles and General Rules (to be adopted by the NISA Membership in 2011).

Procedures are in place to deal with any situation, which could arise, where a coach's application of this Code of Ethics may be called into question. Should such a situation occur, it shall be considered in an objective and confidential manner.

Statement of Acceptance of Coaches Code of Ethics

I hereby confirm that I have read the NISA Coaches Code of Ethics and I will retain a copy for my files.

I hereby agree to accept the terms of the NISA Coaches Code of Ethics, NISA Safeguarding Policy, NISA Equity Policy and NISA Social Media Policy and I agree to be bound by the contents.

I will advise NISA of all convictions, disciplinary and related court proceedings incurred by me after completion of this form forthwith.

I acknowledge that NISA will not licence me as a coach unless I agree to bound by the above Code of Ethics.

Name:
Signature:
Date:
Membership Number:

This copy is to be signed, dated and returned to the NISA office in an envelope marked 'Private and Confidential' for the attention of the Chief Executive.

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Name:
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Date:
Membership Number:

This copy is to be retained by the individual.

About NISA

NISA is recognized by the Sports Councils (UK Sport, Sport England, Scottish Sports Council, Sports Council for Wales and Sports Council for Northern Ireland) as the governing body of ice skating in the UK. It is affiliated to the International Skating Union (ISU), the international governing body for ice skating disciplines.

The National Ice Skating Association of UK (NISA) is one of the oldest governing bodies in the UK, being founded as the National Skating Association of Great Britain (NSA) in February 1879. The NSA took part in founding the ISU.

NISA's current functions can be summarised as follows:

- Membership subscriptions and servicing
- Test systems
- Coach education
- Judge/official education
- Major event management
- World Class programmes

NISA has more than 6,000 members and is responsible for both ice skating disciplines that are Figure Skating (Singles, Pairs, Dance & Synchronized) and Speed Skating (Short Track).

More than 70 000 youngsters complete the NISA accredited Learn to Skate programme (Skate UK) every year, which is available from the majority of ice rinks across the UK. There are 10 stages of the programme and courses run for both youngsters and adults.

NISA is a company limited by guarantee (Registration number 2677064) and is controlled by an elected Board of Directors all of whom work on a voluntary basis for the Association.