

## ***HSI CODE OF CONDUCT FOR COACHES, CHAPERONES & TEAM MANAGERS***

***(Refer to as coaches)***

***This Code of Conduct is issued in conjunction with the National Rules of HSI and applies to all activities regarding a coaches' involvement with HSI including but not limited to training session/clinics, camps, meetings, travel and competitions.***

***HSI recognises the key role Coaches play in the lives of young people in our sports. It is the duty and responsibility of Coaches to respect the rights, dignity and worth of every child regardless of age, gender, ethnic origin, religion or ability. Coaches should always remember that they are role models for children and young people in their care and in the developing of the skills of young people Coaches should always encourage enjoyment, fun and participation in our sports. It is vital to remember that children and young people benefit from an ethos that is positive, healthy and encouraging.***

### **RECRUITMENT OF COACHES:**

All Coaches working with our young people and children will go through HSI's recruitment process including but not limited to;

- Interview
- Appropriately qualified for their role(s) as well as suitable to it.
- Completed or will complete Code of Ethics/Safeguarding training (within a specified time)
- All prospective adults who intend to work within HSI with Children must successfully complete Garda or AccessNI vetting
- Sign the HSI Code of Conduct

### **COACHES HAVE A RIGHT TO:**

- Access ongoing training and information on all aspects of their role with young people particularly on Safeguarding.
- Be treated fairly and equitable by HSI
- Not to be left vulnerable when working with children

### **NATIONAL RULES**

Each coach is responsible for reading the National Rules and is obligated to comply with and be bound by the HSI National Rules.

### **ALL COACHES WORKING IN HSI ACTIVITIES ARE REQUESTED TO ABIDE BY THE FOLLOWING:**

- Respect all decisions made by HSI, this includes the requirement to treat all HSI officials with respect and courtesy and to follow all instructions issued by, and respond in reasonable time to requests from, any HSI officials, including the Chef d'Equipe/Team Manager

- Drugs – coaches are strictly forbidden from using or being in possession of any form of prohibited drug or mood altering substance.
- NEVER consume alcohol before, during coaching/events or on trips with young people
- Maintain a positive attitude to all aspects of HSI activities ensuring that our young people have an increased level of self-esteem and personal achievement
- Respect the rights, dignity and worth of every child regardless of ability, age, gender, social and ethnic background, religion or political persuasion
- Promote a culture that ensures all young people are listened to and respected
- Ensuring skill development and personal satisfaction have priority over competition
- Adhere to the level of your coach accreditation. The activity being undertaken should be suitable for the age, experience and ability of the young person
- Take all reasonable measures to ensure that nobody involved with HSI acts towards or speaks to another person in a manner or engages in any other conduct which threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent, national, ethnic or socio-economic background
- Be punctual and properly attired and display high standards of appearance
- Never use foul language or provocative language/gestures to anyone
- Plan appropriately for each session and ensure proper levels of supervision until the participant leaves the venue or event with an appropriate adult
- Where applicable, advise young athlete's on their attire i.e. correctly fitting clothing and suitable boots, helmet (PAS015) and body protector (if necessary).
- Where applicable, advise young athlete's on their horses' tack and equipment i.e. correctly fitting bit and bridle, martingale (with particular attention to the martingale stoppers), saddle, numnah/saddle cloth, boots etc. Particular attention must be paid to the size of the stirrups ensuring they are an appropriate size for the riders foot.
- Promote positive animal care to young athletes and their horse/pony to include feeding, farriery, stabling, adequate exercise regime, worming and vaccinations.
- Avoid taking coaching sessions on your own or avoid a situation where you are alone in an arena, stable, car or hotel room with a young rider. It is strongly advised that all coaches require a parent / guardian to remain on site to observe the young athlete during all coaching sessions.
- Avoid any inappropriate touching when assisting any young person while demonstrating postural corrections to the rider / athlete. Always ask permission before making any physical contact with a rider.

- Physical contact should only occur when necessary and in an open and appropriate way and always be intended to meet the needs of the young person. When touching/supporting a rider, be certain the child and the parent's/guardian is on site and in full view and you have explained what you are doing and why.
- Don't shout at or lecture any young athlete or reprimand/ridicule them when they make a mistake
- Don't equate losing with failure and do not develop a preoccupation with winning. (The level of improvement made by the participant is the best indicator of the Coach's effectiveness)
- Never exert undue influence over participants to gain personal benefit or reward.
- Physical punishment or physical force must never be used
- Maintain a healthy, positive and professional relationship with all athletes. Coaches and others in positions of authority and trust in relation to athletes aged 16 and 17 years must not engage in sexual relationships with them while that unequal power relationship exists
- Coaches/leaders should never place themselves in a compromising position by texting or communicating via social media sites with underage athletes. All such communications should be sent via the parents or guardians of the athlete.
- Never undertake any form of therapy (hypnosis etc), in the training of young people
- Make adequate provision for First Aid and do not encourage or allow participants to perform while injured. (Keep an accurate record of each injury and ensure that another official /team official is present when a participant is being attended to and can corroborate the relevant details – see HSI Accident form)
- Ensure appropriate confidentiality to all participants, as you may be privy to information about the young person or their family
- Never take body measurements or engage in certain types of fitness testing without the presence of other adults
- Challenge bullying in any form i.e. physical or emotional. Bullying is not an accepted behavior towards *anyone* in HSI - child, coach, volunteer or parent

***I confirm that I have read the Coaches Code of Conduct and agree to abide by the guidelines***

**Signature:** \_\_\_\_\_ **Role** \_\_\_\_\_

**Print Name:** \_\_\_\_\_ **Date** \_\_\_\_\_

***ANY BREACHES OF THIS CODE WILL BE DEALT WITH THROUGH HSI DISCIPLINARY PROCEDURES.***