



CODE OF CONDUCT: REGISTERED COACHES

This document should be read, understood and applied in conjunction with the Boxing Scotland Codes of Conduct: Ethical Framework.

Everyone associated with Boxing Scotland has a responsibility to promote and reflect high standards of behaviour in any activities concerning Boxing Scotland.

Boxing Scotland wants all participants, competitors, officials, coaches, staff, and bystanders to enjoy the sport in a safe and positive environment.

The Code of Conduct for Club Coaches reinforces the need for a positive and inclusive environment where everyone can contribute, participate, benefit and succeed.

Boxing Scotland coaches are ambassadors for the sport, their club, and sometimes for their country. They represent the highest ideals of the sport and provide an essential role in promoting enjoyment and achieving success for participants and competitive athletes of all abilities and levels.

This Code of Conduct details guidelines and requirements expected of coaches of Boxing Scotland whether active domestically or internationally.

The relationship between coach and athlete is a unique one based on respect and trust. The effectiveness of the coach is significantly affected by their behaviour, communication, integrity and leadership. Mentorship, motivation, power and influence are significant factors in the relationship between coach and athlete and which require the most careful management and the utmost vigilance.

The conduct of coaches needs to be above reproach so that the best interests of the participant or athlete and the optimum chances of personal achievement and success can be assured.

Boxing Scotland therefore expects all coaches to adhere to this Code of Conduct.

Coaches must:

- consider the wellbeing and safety of participants before the development of performance
- allow all players, no matter their level of ability, the opportunity to participate
- respect the rights, dignity & worth of every participant or boxer and treat everyone equally
- make boxing fun and enjoyable and always promote 'fair play'
- always work in an open environment and avoid private or unobserved situations;
- build balanced relationships based on mutual trust and respect that empower and guide and which include athletes in all aspects of their involvement in the sport
- make sure all activities are appropriate to the age, ability and experience of those taking part and within the regulations of the sport

- display consistently high standards of behaviour and appearance
- be an excellent role model reflecting high standards of behaviour including respect for oneself; prioritising physical and mental health; and respecting the needs, abilities and rights of others.
- refrain from behaviour or language which is demeaning, insulting, offensive or disrespectful towards or about others including online and on social media
- act positively to promote diversity and inclusion across the sport and at all levels of participation
- intervene to prevent situations where behaviour or language contravenes or offends the Ethical Framework of Boxing Scotland. Intervention should always include an element of positive education aimed at preventing recurrence.
- encourage participants to accept responsibility for their own behaviour and performance
- ensure that training and learning are appropriate for the age, maturity, experience and ability of the individual participant
- involve parents when appropriate and wherever possible
- put the wellbeing and safety of participants before the development of performance
- follow all guidelines laid down by Boxing Scotland and the club
- hold appropriate valid qualifications and insurance cover
- Coaches, and other Persons must cooperate fully with any anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body. Failure to do so without acceptable justification may be treated as misconduct under the Boxing Scotland's UKAD Rules and Regulations/Rules of the Code of Conduct and may be sanctioned accordingly.
- In the event that a club member/person who is subject to Boxing Scotland jurisdiction commits an act of misconduct that relates to anti-doping but does not amount to a violation of the UK Anti-Doping Rules, Boxing Scotland may bring disciplinary proceedings against that person for such misconduct under the Boxing Scotland UKAD Rules and Regulations/Rules of the Code of Conduct and they may be sanctioned accordingly.

All Coaches SHOULD NOT:

- have 'favourites'. This is not consistent with good coaching practice and could be interpreted negatively by others
- spend excessive amounts of time alone with participants or boxers away from others;
- enter into the bedroom of participants/boxers during trips away from home, unless in an emergency situation or in the interest of health and safety. Where situations occur where it is necessary to enter into the bedrooms of participants/boxers this should be duly recorded and the reasons for doing so.
- do things of a personal nature for participants/boxers that they can do for themselves other than in exceptional circumstances;
- condone rule violations, rough play or the use of prohibited substances;

All Coaches MUST NEVER:

- engage in games which may be construed as sexual, including horseplay
- engage in sexual talk including banter or use offensive or provocative sexualised language with participants or boxers
- engage in intimate relationships of a sexual nature with boxers or participants.

All Coaches are required to:

- maintain satisfactory standards of performance, a high level of quality, accuracy and diligence
- cooperate with colleagues and Boxing Scotland employees to maintain acceptable standards of working relationships and comply with reasonable Boxing Scotland instructions and/or requests
- take all necessary steps required to safeguard Boxing Scotland's public image and preserve

- positive relationships with anyone who they engage with in respect of their role
- ensure that Boxing Scotland's Health and Safety and Child Protection procedures are understood and that all incidents/accidents, however small, are reported to the appropriate personnel in the Club and/or at Boxing Scotland as soon as possible
 - comply with Boxing Scotland's requirements regarding conflict of interests
 - comply with the requirements of Boxing Scotland regarding confidentiality
 - remain up to date with the most current version of AIBA Technical & Competition Rules;

All Coaches must not:

- use any of Boxing Scotland's client and customer resources and services for personal use without management authorisation
- remove Boxing Scotland property and equipment from premises unless for use on authorized Boxing Scotland business or with management authorisation
- publish any book or articles or make any media statements or appearances in connection with the work of Boxing Scotland or its subsidiaries, including online or through social media, without first seeking permission from the Board of Directors and complying with any instruction or requirement made as part of an approval process
- take part in, support or encourage any events, conversations or internet/social media discussions which may be deemed as bringing Boxing Scotland, its staff or officials, into disrepute.

I have read, understood and agree with the above Code of Conduct in order to be involved with BSL and understand that failure to follow this Code of Conduct could result in possible expulsion from BSL.

NAME (print) _____

SIGN _____