



TEAM ENGLAND

Code of Conduct – COACHES

Coaches play a crucial role in the development of surfing and in the lives of the surfers they coach. They have a unique position of trust in surfing and the need for coaches to understand and act on their responsibilities is vital, as is the need to promote participation for fun and enjoyment. The code of conduct for coaches reflects the principles of good coaching practice.

Responsibilities – Professional Standards

To maximise the benefits and minimise the risks to athletes, coaches must attain an appropriate level of competence through qualifications, and a commitment to ongoing training to ensure safe and correct practice.

Responsibilities – Personal Standards

Coaches must demonstrate proper personal behaviour and conduct at all times.

Rights - Coaches must respect and champion the rights of every individual to participate in sport and physical activity.

Relationships - Coaches must develop a positive relationship with their participants (and others) based on openness, honesty, mutual trust and respect.

1. RESPONSIBILITIES – PROFESSIONAL STANDARDS

As a responsible surfing coach, I will:

- 1.1 abide by the terms of my Surfing England registration
- 1.2 Abide by the rules, regulations and policies of Surfing England, including the Safeguarding Policies and understand the Procedures for recognising and raising a concern. See: <https://www.surfingengland.org/policies/>
- 1.3 Agree to be bound by the UK Anti-Doping Rules and to submit to the authority of UK Anti-Doping and any other competent body in the application and enforcement of those Rules.
<https://www.ukad.org.uk/sites/default/files/2020-11/2021%20UK%20Anti-Doping%20Rules%20v1.0%20FINAL.pdf>
- 1.4 Agree to cooperate fully with any World Anti-Doping Code-compliant anti-doping

investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body.

- 1.5 Be aware of the responsibility athletes have in regard to Therapeutic Use Exemption's (TUE). Athletes within the [UKAD National TUE Pool](#) or those considered to be an International-Level Athlete are required to apply for a TUE in advance of using the substance or method. More information can be found [here](#).
- 1.6 Communicate the annual changes to the [Prohibited List](#) to athletes to ensure they are aware of the changes. An example of this communication can be found in Annex 1 below.
- 1.7 Ensure Athletes and Athlete Support Personnel receive the relevant education. This can be achieved by signposting them to UKADs Clean Sport Hub - <https://www.ukad.org.uk/cleansporthub>. Through registering, the Clean Sport Hub will allocate the relevant eLearning to the user, for an athlete it will be Compete Clean +, coaches it will Coach Clean and other ASP will be Introduction to Clean Sport. You can then request a certificate of completion to track who has completed the training.
- 1.8 Conduct myself in a positive manner, acting with dignity and courtesy, and acting as a role model of Surfing England and not behave in a way which reflects badly upon or brings into disrepute Surfing England.
- 1.9 keep my professional knowledge and skills up to date, be appropriately qualified for the activities I lead ensuring my licences and qualifications are in date.
- 1.10 ensure I have obtained an acceptable criminal record check if required by the Team Manager (DBS for England). Viewed and held by Surfing England.
- 1.11 ensure that activities I direct are appropriate for the age, maturity, experience and ability of the individual surfer
- 1.12 be aware of the current national and international regulations on anti-doping in sport. I will not assist, support or ignore practices, policies or procedures that contravene national or international anti-doping regulations
- 1.12 In circumstances where I need to demonstrate a technique through physical contact, always provide an explanation and seek consent before touching the athlete (never touch an athlete aged under 18 to demonstrate a technique without another adult being present)
- 1.13 cooperate fully with others involved in the sport such as technical officials, team managers, other coaches, doctors, physiotherapists, sport scientists and representatives of the governing body in the best interests of the athlete.
- 1.14 complete a dynamic risk assessment before each training session relevant to the conditions, location and athletes participating.
- 1.15 make the surfers' health and welfare my primary and overriding concern
- 1.16 respect the surfers right to give a preference on who they are coached by
- 1.17 respect the right of all surfers to an independent life outside of surfing

1.18 report any accidental injury, distress, misunderstanding or misinterpretation to the parents/ carers and Team Manager

1.19 never exert undue influence to obtain personal benefit or reward

1.20 Adhere to, promote and support Surfing England's Coaching and training methods, and I will in no way undermine, put down or belittle other coaches, practices, or practitioners.

2. RESPONSIBILITIES – PERSONAL STANDARDS

As a responsible surfing coach, I will:

2.1 consistently promote positive aspects of the sport (e.g. fair play) and never condone rule violations or adopt or encourage the use of prohibited or age-inappropriate substances or techniques

2.2 never engage in the massage of a surfer unless appropriately qualified. I understand that appropriately qualified means that I hold an up-to-date and recognised qualification in sports massage or another relevant qualification from a recognised body, which has been considered and approved by Surfing England.

2.2.1 attain written Parental/Guardian/appropriate adult consent to provide massage service to any U18s athletes in my charge and always ensure that when receiving massage treatments the athlete is chaperoned by an appropriate adult person agreed by the surfer.

2.2.3 attain the written consent of nominated carer of an Adult at Risk before providing massage service

2.3 follow the relevant Surfing England guidance for coaches on social media use and not post on social media any content which is inappropriate or offensive

2.4 be aware that my attitude and behaviour directly affects the behaviour of surfers under my supervision

2.5 avoid swearing, abusive language and irresponsible or illegal behaviour, including behaviour that is dangerous to me or others, acts of violence, bullying, harassment, and physical and sexual abuse

2.6 avoid destructive behaviour and respect the environment you are in

2.7 not carry or consume any illegal substances while coaching or attending events directly linked to coaching.

2.8 not consume alcohol in the presence of athletes, whilst away at competitions.

2.9 (outside of competition/when competition has concluded). If I am over the legal age to consume alcohol and wish to have an alcoholic drink I will do so in moderation and not in the company of under 18s. If consumption of alcohol causes any tension, then this situation will be reviewed. Any abuse of this position or inappropriate behaviour related to alcohol consumption will not be tolerated.

2.10 avoid carrying any items that could be dangerous to me or others.

2.11 challenge inappropriate behaviour and language by others and report any suspected misconduct by other coaches or other people involved in surfing to the Surfing England Safeguarding Team as soon as possible

2.12 act ethically, professionally and with integrity, and take responsibility for your actions.

2.13 wear the Team England sponsors clothing and accessories, when requested to by the Team Manager.

3. RIGHTS

As a responsible surfing coach, I:

3.1 Recognise the rights of athletes to be provided coaching services without discrimination on grounds of age, gender, sexual, cultural, ethnic, disability or religious preference

3.2 respect the rights, dignity and worth of every surfer and treat everyone equally, regardless of background or ability

3.3 I will instil in my athletes to respect the right of other athletes and coaches to follow their own paths.

4. RELATIONSHIPS

As a responsible surfing coach, I:

4.1 will, at the outset, clarify with surfers (and where appropriate, with parents or carers) exactly what is expected of them and what surfers are entitled to expect from me. Ensure athletes have read and agreed to codes of conduct and understand safeguarding policies and procedures.

4.2 will always endeavour to develop healthy and appropriate working relationships with surfers based on mutual trust and respect, especially with those surfers under 18 years or who are adults at risk. Always speak with the Team Manager or Head Coach if I have any concerns about interpersonal relationships with an athlete.

4.3 Understand that I am in a position of trust as a surfing coach and I will not engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with any athlete in my charge or within the team. **A violation of this code may result in a coach licence being permanently withdrawn**

4.4 avoid spending time alone with young surfers (under 18) unless clearly in the view of other adults

4.5 ensure that parents/carers know and have given consent before taking a young surfer (under 18) away from the usual training venue

4.6 never take young surfers (under 18) alone in my vehicle, unless under extreme circumstances (e.g. life-threatening event)

4.7 will never invite a young surfers (under 18) alone into my home

4.8 will not share a bedroom with a surfer within my charge or team., unless extenuating circumstances apply and with agreement of the Team Manager.

BREACH OF THE CODE OF CONDUCT

I understand that if I do not follow the code, I may be in breach of the terms and conditions of my Coaching Qualification and could be subject to disciplinary action sanctioned by Surfing England and subject to its Disciplinary Process.

https://surfingenglandnbg.sharepoint.com/:w:/r/sites/ResourceHub/_layouts/15/Doc.aspx?sourcedoc=%7BFCA385DA-8ECF-4C26-A606-B3EAF10C3A8%7D&file=250306%20-%20Coach%20Disciplinary%20Policy%20.docx&action=default&mobileredirect=true

RAISING CONCERNS

Any concerns you have whilst part of Team England can be reported to the Team Manager. In most scenarios, it is anticipated the Team Manager will be able to provide a solution.

If for any reason you feel it is not appropriate or you feel uncomfortable with raising your issue to the Team Manager, please contact Hannah Brand, Operations Manager at Surfing England, hannah@surfingengland.org or:

Kate Eddy, Surfing England Board member for Performance, Kate.Eddy@rya.org.uk

SAFEGUARDING CONCERNS

If for any reason you feel it is not appropriate or you feel uncomfortable to raise a safeguarding issue with the Team Manager, please email Surfing England safeguarding@surfingengland.org and complete the online report form on our website: www.surfingengland.org/safeguarding

PERSONAL DECLARATION

I have carefully read all the sections of this ‘Code of Conduct - Coaches’ and agree that I shall be bound strictly by the conditions of the agreement.

Print name

Signature

Date

ANNEX 1

Long email

Dear Athlete/Athlete Support Person,

The World Anti-Doping Agency's [2025] Prohibited List comes into effect on 1 January [2025]

We are getting in touch to make you aware that the [2025] Prohibited List has been released by the World Anti-Doping Agency (WADA) and will come into effect on 1 January [2025].

- The [2025] Prohibited List is available on the WADA website [here](#). The Prohibited List identifies which substances and methods are prohibited at all times, in-competition only, and within specific sports
- All Athletes and Athlete Support Personnel should familiarise themselves with the new changes in advance of them coming into effect on 1 January [2025]
- UKAD has also published a summary of the major changes on the UKAD website [here](#)
- Be aware of Strict Liability – an athlete is solely responsible for any banned substance they use, attempt to use, or that is found in their system, regardless of how it got there and whether or not they had an intention to cheat

If you have any questions on the Prohibited List or a medication you may be using, please contact substance@ukad.org.uk. You can also receive further information from our dedicated Anti-Doping Lead, *[Insert NGB Anti-Doping Lead name]*.

Thanks

[Insert NGB]

Short email

Dear Athlete/Athlete Support Person,

We are getting in touch to make you aware that the [2025] Prohibited List (available [here](#)) has been released by the World Anti-Doping Agency and will come into effect on 1 January [2025].

UKAD has also published a summary of the major changes on the UKAD website [here](#). The Prohibited List identifies which substances and methods are prohibited at all times, in-competition only, and within specific sports.

Please familiarise yourselves with the new changes in advance of them coming into effect on 1 January [2025].

Thanks

[Insert NGB]