

Triathlon coaches play a crucial role in the development of the sport and in the lives of the triathletes they coach. Good coaches ensure that individuals in triathlon have positive experiences and are, therefore, more likely to continue in their sport and achieve their potential. Coaching, as an emerging profession, must demonstrate at all levels a high degree of honesty, integrity and competence. The need for triathlon coaches to understand and act on their responsibilities is of critical importance to the sport, as is the need to protect the key concept of participation for fun and enjoyment as well as achievement. This is implicit within good coaching practice and promotes a professional image of the good practitioner. This code of practice defines all that is best in good coaching practice.



Good triathlon coaching practice needs to reflect the following key principles:

- **Rights**
Triathlon coaches must respect and champion the rights of every individual to participate in triathlon.
- **Relationships**
Triathlon coaches must develop a relationship with triathletes (and others) based on openness, honesty, mutual trust and respect.
- **Responsibilities – Personal standards**
Triathlon coaches must demonstrate proper personal behaviour and conduct at all times.
- **Responsibilities – Professional standards**
To maximise benefits and minimise the risks to triathletes, triathlon coaches must attain a high level of competence through qualifications and a commitment to ongoing training that ensures safe and correct practice.



These principles are defined in more detail further in this leaflet.

Code of Practice for Triathlon Coaches

- Rights
- Relationships
- Responsibilities



Implementation Issues

It is recognised and identified by the Ethics Review Group that a code of practice in isolation is of minimal value. In order for this code to fully impact on coaching practice and behaviour, it must be:

- incorporated into British Triathlon or employer constitutions and governance documents
- a constituent part of a policy and procedure for dealing with allegations and complaints
- used as the definitive guide and benchmark measure of coaching practice in determining any need for sanctions against a coach
- fully incorporated into coach education processes
- assessed as part of the coach accreditation process
- supported by the appropriate training and resources.

sports coach UK has developed a suite of training resources that underpin many of the concepts contained within this Code of Practice for Triathlon Coaches. These are:

- Good Practice and Child Protection
- Equity in Your Coaching
- The Responsible Sports Coach
- Coaching and the Law

British Triathlon will use this code of practice as a measure of coaching practice to determine the suitability of coaches retaining their qualification status. sports coach UK will support British Triathlon in implementing this code of practice by assisting in developing appropriate policies and procedures for dealing with allegations and complaints based on coaching practice. Criminal allegations will be dealt with by the appropriate authority within British Triathlon and may impact on access to the British Triathlon Endorsed Coaching Programme.



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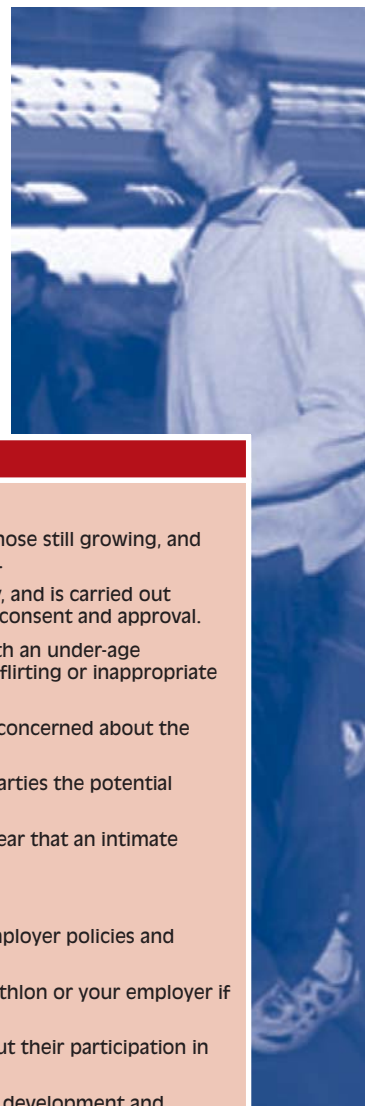
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Code of Practice for Triathlon Coaches



Principle	Statement	Issues	Actions
Rights	Triathlon coaches must respect and champion the rights of every individual to participate in triathlon.	<p>Triathlon coaches should:</p> <ul style="list-style-type: none"> assist in the creation of an environment where every individual has an equal opportunity to participate in triathlon activities of their choice create and maintain an environment free of fear and harassment recognise the rights of all triathletes to be treated as individuals recognise the rights of triathletes to confer with other coaches and technical experts promote the concept of a balanced lifestyle, supporting the well-being of the athlete both in and out of the sport of triathlon. 	<ul style="list-style-type: none"> Treat all individuals who participate in the sport of triathlon with respect at all times. Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion. Do not condone or allow to go unchallenged any form of discrimination. Do not publicly criticise or engage in demeaning descriptions of others. Be discreet in any conversations about triathletes, coaches or any other individuals. Communicate with, and provide feedback to, triathletes in a manner that reflects respect and care.



Principle	Statement	Issues	Actions
Relationships	Triathlon coaches must develop a relationship with triathletes (and others) based on openness, honesty, mutual trust and respect.	<p>Triathlon coaches:</p> <ul style="list-style-type: none"> must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying) should promote the welfare and best interests of their triathletes must avoid sexual intimacy with triathletes, either while coaching them, or in the period of time immediately following the end of the coaching relationship must take action if they have a concern about the behaviour of an adult towards a child should empower triathletes to be responsible for their own decisions should clarify the nature of the coaching services being offered to triathletes should communicate and cooperate with other organisations and individuals in the best interests of triathletes. 	<ul style="list-style-type: none"> Be aware of the physical needs of triathletes, especially those still growing, and ensure that training loads and intensities are appropriate. Ensure that physical contact is appropriate and necessary, and is carried out within recommended guidelines with the triathlete's full consent and approval. Do not engage in any form of sexually related contact with an under-age triathlete. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms. Inform parents or guardians immediately if you are at all concerned about the welfare of a child. Discuss with parents or guardians and other interested parties the potential impact of the programme on the triathlete. Arrange to transfer a triathlete to another coach if it is clear that an intimate relationship is developing. Know and understand the relevant British Triathlon or employer policies and procedures in this regard. Follow the reporting procedures laid down by British Triathlon or your employer if you have a concern – non-action is unacceptable. Respect triathletes' opinions when making decisions about their participation in triathlon. Encourage triathletes to take responsibility for their own development and actions. Allow triathletes to discuss and participate in the decision-making process. Discuss and agree with triathletes what information is confidential. Inform triathletes or their parents or guardians of the requirements of triathlon. Inform triathletes or their parents or guardians of any potential costs involved in accessing the coaching services on offer. Be aware of, and communicate on, any conflict of interest as soon as it becomes apparent. Do not work with any other coach's triathlete without first discussing or agreeing it with both the coach and the triathlete involved. Identify and agree with triathletes which other experts or organisations could offer appropriate services.



Principle	Statement	Issues	Actions
Responsibilities – personal standards	Triathlon coaches must demonstrate proper personal behaviour and conduct at all times.	<p>Triathlon coaches:</p> <ul style="list-style-type: none"> must be fair, honest and considerate to triathletes and others in their sport should project an image of health, cleanliness and functional efficiency must be positive role models for triathletes at all times. 	<ul style="list-style-type: none"> Operate within the rules and the spirit of triathlon. Educate triathletes on issues relating to the use of performance-enhancing drugs in sport and cooperate fully with UK Sport and British Triathlon policies. Maintain the same level of interest and support when a triathlete is sick or injured. Display high standards in use of language, manner, punctuality, preparation and presentation. Encourage triathletes to display the same qualities. Do not smoke, drink alcohol or use recreational drugs before or while coaching. This reflects a negative image and could compromise the safety of your triathletes. Display control, respect, dignity and professionalism to all involved in triathlon.



Principle	Statement	Issues	Actions
Responsibilities – professional standards	To maximise benefits and minimise the risks to triathletes, triathlon coaches must attain a high level of competence through qualifications and a commitment to ongoing training that ensures safe and correct practice.	<p>Triathlon coaches will:</p> <ul style="list-style-type: none"> ensure that the environment is as safe as possible, taking into account and minimising possible risks promote the execution of safe and correct practice be professional and accept responsibility for their actions make a commitment to providing a quality service to their triathletes actively promote the positive benefits to society of participation in triathlon contribute to the development of coaching as a profession by exchanging knowledge and ideas with others gain British Triathlon coaching qualifications appropriate to the level at which they coach. 	<ul style="list-style-type: none"> Follow the guidelines of British Triathlon or your employer. Only allow participation if there is no risk to the triathlete. Plan all sessions so they meet the needs of the triathletes and are progressive and appropriate. Maintain appropriate records of your triathletes. Recognise and accept when it is appropriate to refer a triathlete to another coach or specialist. Seek to achieve the highest level of qualification available. Attend Continuing Professional Development (CPD) events to maintain up-to-date knowledge of technical developments in triathlon. Attend CPD events to maintain up-to-date knowledge and understanding of other issues that might impact on both you and your triathletes. Be aware of the social issues and how triathlon can contribute to local, regional or national initiatives. Actively participate in recruitment and education opportunities in triathlon. Actively contribute to local, regional and national initiatives to improve the standards and quality of coaching both in triathlon and sport in general. Practise in an open and transparent fashion that encourages other triathlon coaches to contribute to, or learn from, your knowledge and experience. Engage in self-analysis and reflection to identify your professional needs. Seek CPD opportunities to develop your coaching skills and update your knowledge. Manage your lifestyle and coaching commitments to avoid burnout that might impair your performance. Do not assume responsibility for any role for which you are not qualified or prepared. Do not misrepresent your level of qualification.

