

NTPCW Athlete Agreement

July 2023



1. Purpose

- Provide a framework of expectations that covers everyone in the team, to enable the Centre to operate as an effective performance environment, where athletes and staff can focus on delivering excellence
- Create clarity of a process by which any issues are dealt with

2. Clarification of Expectations: Defining a Professional Environment

Communication:

- Use appropriate language/tone, adjusting it appropriately to the context and relationship you have with the other person
- Be polite – answer questions that are asked, acknowledge each other, use good manners & common courtesy (e.g., please/thank you)
- Be open & get involved in general discussions & conversations around the training environment across a range of people within the group
- Manage individual communication style & timing to ensure that other athletes (existing and new) are included and welcomed. Take care with 'in-jokes'/ comments that may make others uncomfortable

Relationships:

- Be honest & accountable for your actions – respect each other's boundaries
- Develop suitable processes to manage internal/external stressors and control emotions to avoid negatively impacting the environment – *"leave your challenges at the door"*. This is also an important skill for competition – managing stressors, focusing on delivery, so it is important to practice in training. Separate your mood/emotions (e.g. "I feel frustrated/angry/lethargic this morning"), from your attitude ("I'm going to get the most out of myself in these sessions regardless of my mood") – you can't always control your mood/emotions, but you can control how you react to them
- Celebrate each other's achievements – congratulate each other for good performances in training and/or races
- Recognise and appreciate when other people (athletes or staff) have gone above and beyond to help you

Session Delivery:

- Be punctual for the advertised start time for the session (including any pre-activity and/or briefings)
- Pay attention & concentrate during session briefings to ensure you have clarity of the tasks and objectives. Ask questions for clarification if unsure at this stage.
- Focus on your own training & goals, but if making a change to the "normal practice" then communicate it directly with other athletes (ideally), or at minimum with the coach of the session, so that they are aware of your intentions, and it can be managed within the session (e.g., setting up appropriate lane order in swimming)
- Aim to minimise any potential impact on other people's sessions especially when tweaking sessions or when you are on a particularly good/bad day performance wise e.g., in swimming when passing/being caught, single tap on the feet to notify the other



person, they move over at end of length or swap order between reps depending on the circumstances

- Communicate plans regarding riding – you don't have to all always ride together, but you should communicate plans in a timely manner within the relevant groups. When riding, work together to ensure that everyone is able to achieve the desired objectives (performance and/or social) from the ride
- Ensure you have appropriate, functional kit & equipment for all sessions

Safety:

- Pay extra attention to briefings for safety critical activities e.g., open water/group bike sessions
- Take care of each other in open water/group pool activities – don't do anything in training that you would be penalised for in a race
- Communicate any safety issues clearly and directly with coaches and other athletes e.g., at Maindy when entering/leaving the technical sections, or when passing others

Organisation:

- Complete Training Peaks in a timely manner (minimum by the end of each week), and leave planned values as written (it helps the lead coach keep track of any changes) unless otherwise agreed
- Communicate any changes required (e.g. due to exams, holiday, racing, injury/illness) as soon as you have the details
- Do not attend any indoor group sessions when suffering from URTI/GI issues without first discussing with the coaching team to identify if there are suitable modifications that can allow you to train within the constraints of your own health situation, whilst minimising risk to the rest of the group (e.g. by changing on poolside and swimming from the opposite end of the pool)
- Make payments e.g. for camps, training fee, competition etc in a timely fashion (by the identified due date)
- Contribute (within reason – we will always try to make sure these fit around your training and competition commitments) to requests for content for social media, website etc
- Ensure public conduct (including social media use) is not liable to bring yourselves and/or Welsh Triathlon into disrepute

3. Dealing with Challenges

1. In the first instance:
 - a. Address it directly with the other person using the following framework:
 - i. What their behaviour was
 - ii. The impact it had on you
 - iii. How you would like them to modify that behaviour in future in line with the above principles
 - b. Ask for help from the coach/staff delivering the session if unsure how to raise/approach an issue
 - c. Address matters in a timely manner – ideally within or at the end of the session, but at minimum on the same day i.e., don't leave issues to build up over multiple

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To develop a triathlon community that enhances the well-being of current and future generations in Wales.



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- days/weeks; if it bothers you and you choose to ignore it, it will affect your performances in training and races, so best to deal with these issues ASAP
- d. When communicating, ensure that this is done in line with the above principles and in an appropriate manner i.e., calmly, logically & respectfully – try to separate the person from their actions (i.e., “your actions made me feel bad” rather than “you’re a bad person”)
2. When receiving feedback:
 - a. Listen to the other person and try to understand why it is an issue for them
 - b. Respect their right to their own perceptions/feeling – i.e., you can disagree whether something ‘*should*’ have had a certain impact on them, but you can’t tell them that it didn’t
 - c. Apologise to the other person where they have raised a valid concern and modify approach going forward in line with the above principles
 3. In the case of repeated breaches and/or unresolved issues:
 - a. Raise the issue with the lead coach - be prepared to outline the steps you have taken in line with #1/2 above
 - b. Where this is found to be valid, the lead coach will implement an improvement plan with the individual(s) involved
 - c. Do not give up on trying to resolve an issue, even if the other person(s) involved is repeatedly behaving in a difficult or inappropriate manner; continue to be respectful around that person where required, to provide the lead coach with evidence of your efforts
 4. In case of ongoing issues or non-compliance with the improvement plan:
 - a. A formal disciplinary process will be initiated with consequences up to and including temporary or permanent removal from the programme

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