

Code of conduct for coaches and staff

Colchester Gladiators American Football Club

The essence of good ethical conduct and practice is summarised below. All coaches and staff must:

- Respect the rights, dignity and worth of every person within the context of the sport.
- Treat everyone equally and do not discriminate on the grounds of age, gender, religion, race, sexual orientation or disability.
- If you see any form of discrimination, do not condone it or allow it to go unchallenged.
- Place the well-being and safety of the Young Person above the development of performance.
- Develop an appropriate working relationship with Young People, based on mutual trust and respect.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the Young Person's full consent and approval.
- Always work in an open environment (e.g. avoid private or unobserved situations and encourage an open environment).
- Do not engage in any form of sexually related contact with a Young Player. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms.
- Know and understand the Colchester Gladiators AFC Welfare of Young People Policy and Procedures, and commit to implementing the policy through coaching and management of American Football.
- Respect Young People's opinions when making decisions about their participation in American Football.
- Inform Players and Parents of the requirements of American Football.
- Be aware of and report any conflict of interest as soon as it becomes apparent.
- Display high standards of language, manner, punctuality, preparation and presentation.

- Do not smoke, drink or use banned substances whilst actively working with Young People in the Club. This reflects a negative image and could compromise the safety of the Young People.
- Do not give Young People alcohol when they are under the care of the Club.
- Ensure the activities are appropriate for the age, maturity, experience and ability of the individual.
- Promote the positive aspects of American Football e.g. fair play.
- Display high standards of behavior and appearance.
- Follow Colchester Gladiators AFC guidelines set out in the Welfare of Young People Policy and any other relevant guidelines issued by BAFA (British American Football Association).
- Ensure that you attend appropriate training to keep up to date with your role and the Welfare of Young People.
- Report any concerns you may have in relation to a Young Person, following reporting procedures laid down by Colchester Gladiators AFC.