



Code of Conduct for Team Managers

As a responsible athletics Team Manager you will:

- Respect the rights, dignity and worth of every athlete and others involved in athletics
- Place the welfare and safety of the athlete above the development of performance
- Obtain DBS clearance
- Clarify with athletes (and where appropriate, with parents or carers) exactly what is expected of them and what athletes are entitled to expect from you
- Cooperate fully with others involved in the sport such as technical officials, coaches, other team managers, doctors, physiotherapists, sport scientists and representatives of the governing body in the best interests of the athlete
- Consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances
- Encourage and guide athletes to accept responsibility for their own performance and behaviour
- Be objective in team selection and liaise closely with coaches
- Never exert influence to obtain personal benefit or reward
- Develop appropriate working relationships with athletes based on mutual trust and respect, especially with those athletes under 18 years or vulnerable adults
- A team manager **MUST** strictly maintain a clear boundary between friendship and intimacy with athletes and **MUST NOT** conduct inappropriate relationships with athletes. Relationships with athletes can cause significant problems for other team members, raising concerns of favouritism and/or victimisation should the relationship later end.
- In particular, you **MUST NOT** allow an intimate personal relationship to develop between yourself and any athlete aged under **18 years**. It may also be a criminal offence to conduct a relationship with an athlete aged under 16 years.

As a responsible team manager, when attending any athletics activities, including training/coaching sessions and competition events you will:

- Act with dignity and display courtesy and good manners towards others
- Avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse
- Challenge inappropriate behaviour and language by others
- Be aware that your attitude and behaviour directly affects the behaviour of athletes under your supervision

- Never engage in any inappropriate or illegal behaviour
- Never engage in destructive behaviour and leave athletics venues as you find them
- Not carry or consume alcohol and/or illegal substances
- Avoid carrying any items that could be dangerous to yourself or others excluding athletics equipment used in the course of your athletics activity

In addition, team managers should follow these guidelines, in particular with young athletes or with vulnerable adults

- Avoid critical language or actions, such as sarcasm which could undermine an athlete's self esteem
- Avoid spending time alone with young athletes unless clearly in the view of others to protect both yourself and the young athlete
- Never take young athletes in your car without parental/carer's consent
- Never invite a young athlete alone into your home
- Never share a bedroom with a young athlete or vulnerable adult
- Always explain why and ask for consent before touching an athlete
- Ensure that parents/carers know and have given consent before taking a young athlete away from the usual training venue
- Work in same-sex pairs if supervising changing areas
- Respect the right of young athletes to an independent life outside of athletics
- Report any accidental injury, distress, misunderstanding or misinterpretation to the parents/carers and Club Welfare officer as soon as possible
- Report any suspected misconduct by other people involved in athletics to the Club, Regional, National or UKA welfare officer as soon as possible