



Paddle UK Coaching Code of Conduct

PADDLE^{UK}

PADDLE
CYMRU

PADDLE
NORTHERN IRELAND

PADDLE
SCOTLAND

Introduction

In paddlesport, those who guide and support others often hold various titles—Instructor, Coach, Leader, Guide, and so on. For simplicity, we'll refer to all these roles as “Coaches”. This Code of Conduct applies to everyone who helps others learn and grow through paddlesport, regardless of their specific title or qualifications.

We recognise and value the immense contribution Coaches make to the paddling community. They play a vital role in developing the sport and enriching the lives of those they interact with.

Good Coaches create positive experiences that encourage continued enjoyment and personal growth in paddlesport. Therefore, Coaches should demonstrate the highest levels of honesty, integrity, and competence. We want Paddlesport Coaches to embrace their responsibilities while always remembering that paddlesport is about fun, enjoyment, and achievement.

This Code of Conduct builds upon the UK Coaching Code of Practice and aligns with the Chartered Institute for the Management of Sport and Physical Activity requirements. It reflects best practices and ethical guidelines for all Coaches in paddlesport.

Key Principles

In pursuit of these principles, good coaching practice reflects the following key principles and Coaches hereby subscribe to standards in these areas:

Rights

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

1

Relationships

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

2

Personal standards

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

3

Professional standards

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

4

These principles are defined and expanded upon in greater detail later in the code.



Considerations

When considering this code as a coach, deployer, employer etc it is important to remember that these guidelines have been developed to protect the coach and the athlete/ participant / paddler. They need to be considered in context and bearing in mind that people paddle for a range of reasons. For example, a married couple joining their local club for health and social benefits of paddling activity would not be prevented from having a coaching relationship should one of them become a coach, nor would two members of a squad forming a friendship that becomes a consensual relationship over time. The code of conduct requires us all to consider our conduct and responsibilities.

Principle 1. Rights

Summary

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

Responsibility

Coaches should:

- 1.1.1. Create a positive and welcoming environment where everyone has the opportunity to participate in paddlesport.
- 1.1.2. Maintain an environment free of harassment.
- 1.1.3. Recognise the rights of all participants to be treated as individuals.
- 1.1.4. Recognise the rights of participants to seek advice from other Coaches and experts.
- 1.1.5. Promote the concept of a balanced lifestyle, supporting the wellbeing of participants in and out of the sport.

Behaviours and Actions

Do:

- Treat all individuals with respect at all times.
- Be discreet in any conversations about Paddlers, Coaches or any other individuals.
- Communicate with and provide feedback to Paddlers in a way that reflects respect and care.

Do Not:

- Discriminate on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs or political opinion.
- Allow any form of discrimination to go unchallenged.
- Publicly criticise or engage in demeaning descriptions of others.



Principle 2. Relationships

Summary

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

Responsibility

Coaches:

2.1.1 Must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying).

2.1.2 Should promote the welfare and best interests of their participants.

2.1.3 Must ensure that there is clear communication and consent in coaching interactions, particularly regarding physical contact.

2.1.4 Are in a position of trust and should carefully consider relationships and conflicts of interest. Coaches relationships with participants should be professional.

2.1.5 Must take action if they have a concern about the behaviour of an adult towards a child or adult at risk.

2.1.6 Should empower participants to be responsible for their own decisions and planning.

2.1.7 Should clarify the nature of the coaching provision being offered.

2.1.8 Should communicate and cooperate with other organisations and individuals in the best interests of participants.

Behaviours and Actions

Do:

- Be aware of the physical needs of participants (especially at the developmental stage) and needs of children and young people, 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 participant's full informed consent and approval (see safeguarding guidelines from appropriate National Association website).
- Inform parents/guardians immediately if you are at all concerned about the welfare of a child, unless there are concerns that this would not be in the interests of the child.
- Know and understand appropriate National Association Safeguarding Policies and procedures, and follow them at all times.
- Know and understand the safeguarding Disclosure Policy and make sure that if you require a DBS check it is kept up to date.
- Follow the reporting procedures laid down by your club/community or Paddle UK if you have a concern. Non-action is unacceptable.

Principle 2. Relationships continued

Behaviours and Actions continued

Do:

- If a personal and/or intimate relationship may be developing with a participant then the Coach should speak to their club welfare officer, line manager, deployer for advice.
- For Children and Adults at Risk discuss with parents/guardians and other interested parties the potential impact of the programme on the participant.
- Respect Paddlers' opinions when making decisions about their participation in their sport.
- Encourage Paddlers to take responsibility for their own development and actions.
- Inform participants or their parents/guardians of the requirements of the sport or activity.
- Inform participants or their parents/guardians of any potential costs involved in accessing the coaching provision on offer.
- Allow Paddlers to discuss and participate in the decision- making and planning process.
- Be aware of and communicate any conflict of interest as soon as it becomes apparent.
- Identify and agree with participants which other experts or organisations could offer appropriate services. For example seeking educational and career advice/counselling for young Paddlers whose training impinges or is likely to impinge, upon the performance or their studies.

Do Not:

- Do not engage in any form of sexually related contact or activity with any Paddler for whom you have responsibility or is under the age of 18. This extends to sexual innuendo, flirting inappropriate gestures and terms. Coaches are in a position of power and trust in relation to participants. By entering into an intimate/sexual relationship with a Paddler, a Coach may be deemed guilty of abusing this position and, in relation to children and young people, this may be unlawful.
- Do not work with any other Coach's participant without first discussing or reaching agreement with both Coach and participant unless there are exceptional circumstances.
- Do not engage in any behaviour which is – or could be perceived to be – bullying of any nature.



Principle 3. Personal Standards

Summary

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

Responsibility

Coaches:

3.1.1 Must be fair, honest and considerate to participants and others in their sport.

3.1.2 Should project an image of health, personal hygiene and be free from influence of substances/able to act with full capability.

3.1.3 Must be positive role models for participants at all times.

3.1.4 Should create a positive safety conscious environment.

Behaviours and Actions

Do:

- Operate within the rules and the spirit of your sport or activity.
- Where relevant, educate participants on issues relating to the use of performance-enhancing drugs in sport and cooperate fully with UK Anti-Doping, UK Sport and governing body policies.
- Maintain interest and support when a participant is sick or injured.
- Display high standards in use of language, manner, punctuality, preparation and presentation. Encourage participants to display the same qualities.
- Display control, respect, dignity and professionalism to all involved in paddlesport and should encourage their participants to act in a similar manner.
- Display positive safety culture, reporting accidents, incidents and near misses on the Paddle UK incident reporting system.

Do Not:

- Smoke, drink alcohol or use recreational drugs before or while coaching. This gives a negative image and could compromise safety.



Principle 4. Professional Standards

Summary

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

Responsibility

Coaches should:

4.1.1 Ensure the environment is as safe as possible, taking into account and minimising possible risks.

4.1.2 Promote safe and correct practice.

4.1.3 Be professional and accept responsibility for their actions.

4.1.4 Make a commitment to providing a high quality service to their participants.

4.1.5 Actively promote the positive benefits to society of participation in sport and activity, including the contribution it makes to achieving improved health, wellbeing and educational outcomes for children and young people.

Behaviours and Actions

Do:

- Know and understand appropriate National Association Safeguarding Policies and procedures, and follow them at all times.
- Know and understand the safeguarding Disclosure Policy and make sure that if you require a DBS check it is kept up to date.
- Follow the reporting procedures laid down by your club/community or Paddle UK if you have a concern. Non-action is unacceptable.
- If a personal and/or intimate relationship may be developing with a participant then the Coach should speak to their club welfare officer, line manager, deployer for advice.
- Discuss with parents/guardians and other interested parties the potential impact of the programme on the participant.
- Respect Paddlers' opinions when making decisions about their participation in their sport.
- Encourage Paddlers to take responsibility for their own development and actions.
- Inform participants or their parents/guardians of the requirements of the sport or activity.
- Inform participants or their parents/guardians of any potential costs involved in accessing the coaching services on offer.
- Allow Paddlers to discuss and participate in the decision- making and planning process.
- Be aware of and communicate any conflict of interest as soon as it becomes apparent.
- Identify and agree with participants which other experts or organisations could offer appropriate services. For example seeking educational and career advice/counselling for young paddlers whose training impinges or is likely to impinge upon the performance or their studies.
- Actively participate in education opportunities in your sport.

Principle 4. Professional Standards continued

Behaviours and Actions continued

Do:

- Work in an open and transparent way that encourages other Coaches to contribute to or learn from your knowledge and experience.
- Use self-analysis and reflection to identify your developmental needs.
- Manage your lifestyle and coaching commitments to avoid the burnout that might impair your performance.
- Promote good coaching practice in others and challenge any poor practice you observe.
- Use appropriate environment measures such as [Check, Clean, Dry](#).
- Adopt the principles of the [Paddlers Code: Respect, Protect and Enjoy](#).
- Treat others as you would wish to be treated.

Do Not:

- Assume responsibility for any role for which you are not qualified or prepared.
- Misrepresent your level of qualification or ability
- Litter or pollute waterways.
- Divulge information relating to participants unless it is to a person(s) who can be deemed to have a “Right to Know” including where appropriate for the evaluation of the participant for competitive selection purposes or in the pursuit of disciplinary action.

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