



ISH YOUNG BREEDERS CODE OF CONDUCT FOR COACHES, CHAPERONES & TEAM MANAGERS (herein referred to as Coaches)

This Code of Conduct applies to all activities regarding a coaches' involvement with the ISH Young Breeders Training Programme including but not limited to training session/clinics, camps, travel and competitions. HSI and Teagasc recognise the key role Coaches play in the lives of young people participating in the programme. It is the duty and responsibility of Coaches to respect the rights, dignity and worth of every child regardless of age, gender, ethnic origin, religion or ability.

Coaches should always remember that they are role models for children and young people in their care and in the developing of the skills of young people Coaches should always encourage enjoyment, fun and participation in ISH Young Breeder activities. It is vital to remember that children and young people benefit from an ethos that is positive, healthy and encouraging.

RECRUITMENT OF COACHES:

All Coaches working with our young people and children will go through a recruitment process including but not limited to;

- Appropriately qualified/experienced for their role(s) as well as suitable to it.
- Completed or will complete Code of Ethics/Safeguarding training
- All prospective adults who intend to work within the programme with Children must successfully complete Garda or AccessNI vetting
- Sign the ISH YOUNG BREEDERS Code of Conduct for Coaches.

COACHES HAVE A RIGHT TO:

- Access on-going training and information on all aspects of their role with young people particularly on Safeguarding.
- Be treated fairly and equitably by HSI and Teagasc
- Not to be left vulnerable when working with children

ALL COACHES ENGAGED IN ISH YOUNG BREEDER ACTIVITIES ARE REQUESTED TO ABIDE BY THE FOLLOWING:

- Respect all decisions made by HSI/Teagasc in relation to the programme, this includes the requirement to treat all officials with respect and courtesy and to follow all instructions issued by, and respond in reasonable time to requests from, any HSI/Teagasc officials
- Drugs – coaches are strictly forbidden from using or being in possession of any form of prohibited drug or mood altering substance.
- NEVER consume alcohol before, during coaching/events or on trips with young people
- Maintain a positive attitude to all aspects of HSI activities ensuring that our young people have an increased level of self-esteem and personal achievement
- Respect the rights, dignity and worth of every child regardless of ability, age, gender, social and ethnic background, religion or political persuasion
- Promote a culture that ensures all young people are listened to and respected
- Ensuring skill development and personal satisfaction have priority over competition
- The activity being undertaken should be suitable for the age, experience and ability of the young person

- Take all reasonable measures to ensure that nobody involved with ISH Young Breeders acts towards or speaks to another person in a manner or engages in any other conduct which threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent, national, ethnic or socio-economic background
- Be punctual and properly attired and display high standards of appearance
- Never use foul language or provocative language/gestures to anyone
- Plan appropriately for each session and ensure proper levels of supervision until the participant leaves the venue or event with an appropriate adult
- Where applicable, advise young athlete's on their attire i.e. correctly fitting clothing and suitable boots, helmet (PAS015) (if necessary).
- Avoid taking coaching sessions on your own or avoid a situation where you are alone in an arena, stable, car or hotel room with a participant.
- Avoid any inappropriate touching when assisting any young person while demonstrating postural corrections for example. Always ask permission before making any physical contact with a participant.
- Physical contact should only occur when necessary and in an open and appropriate way and always be intended to meet the needs of the young person. When touching/supporting a participant, be certain you have explained what you are doing and why.
- Don't shout at or lecture any young participant or reprimand/ridicule them when they make a mistake
- Don't equate losing with failure and do not develop a preoccupation with winning. (The level of improvement made by the participant is the best indicator of the Coach's effectiveness)
- Never exert undue influence over participants to gain personal benefit or reward.
- Physical punishment or physical force must never be used
- Maintain a healthy, positive and professional relationship with all participants.
- Coaches and others in positions of authority and trust in relation to athletes aged 16 and 17 years must not engage in sexual relationships with them while that unequal power relationship exists
- Coaches/leaders should never place themselves in a compromising position by texting or communicating via social media sites with underage athletes. All such communications should be sent via the parents or guardians of the athlete.
- Never undertake any form of therapy (hypnosis etc.), in the training of young people
- Make adequate provision for First Aid and do not encourage or allow participants to perform while injured. (Keep an accurate record of each injury and ensure that another official /team official is present when a participant is being attended to and can corroborate the relevant details – ensure to complete Accident/Incident Form)
- Ensure appropriate confidentiality to all participants, as you may be privy to information about the young person or their family
- Challenge bullying in any form i.e. physical or emotional. Bullying is not an accepted behaviour towards anyone - child, coach, volunteer or parent Be aware of the content of the HSI Anti-Bullying Policy and abide by it.



Away Trips

Competitions and other group activities for young people help with their motivation and support their participation in sport. Travelling and staying together for an event or activity helps develop a team spirit with an open, honest and inclusive team atmosphere.

There are a number of options to consider when staying away:

- Travel Permission form should be signed by parents /guardians containing emergency contact numbers.
- Participants should sign the Code of Conduct
- Parents and participants should be communicated travel times, competition details, other activities, gear requirements, and officials should be communicated medical requirements, special dietary needs and any other necessary details.
- Rooming arrangements – adults, other than parents of a participant, should not share rooms with children, in the absence of a participant's parents, children share room with those of same age and gender and adults must knock before entering rooms.
- All group socialisation should take place in communal areas (i.e. no boys in girls' rooms and vice versa)
- Participants are forbidden to partake in alcoholic drink, smoking or other illegal substances.
- There must be at least one adult of each gender with a mixed party, there should be a good adult/child ratio and proper access to medical personnel
- Lights out times should be enforced
- Young participants should be under reasonable supervision at all times and should never leave the venue or go unsupervised without prior permission.
- Avoid adults being left alone with young participants, if a leader needs to talk separately to a participant this should be done in an open environment within view of others
- Respect the privacy of young people while changing

I confirm that I have read the Coaches Code of Conduct and agree to abide by the guidelines

Signature: _____

Role _____

Print Name: _____

Date _____

ANY BREACHES OF THIS CODE WILL BE DEALT WITH THROUGH ISH YOUNG BREEDERS DISCIPLINARY PROCEDURES.