

CODE OF CONDUCT FOR SQUASH COACHES

GENERAL

Coaches qualified through England Squash, who are involved in coaching in association with England Squash or are employed directly or indirectly by England Squash or its constituent counties for the purpose of coaching activities, shall adhere at all times to standards of personal and professional behaviour which reflect credit on themselves, their employers and the National Governing Body.

It is impossible to specify precisely all those activities that could be deemed to be prejudicial to such standards. The following paragraphs provide an indication of the types of incident that are likely to be considered as breaches of the Code of Conduct.

PUBLIC CRITICISM OF COLLEAGUES

Coaches shall refrain from public criticism of fellow coaches in the Association. Public in this context means criticism expressed in any branch of the media or in a lecture or seminar. Any such criticism of a fellow member will be regarded as a prima facie breach of this code and may be subject to disciplinary action.

COMPETITION

A coach is responsible to both players and fellow coaches and should not under any circumstances solicit away business from any other coach or club.

ADVERTISING

A coach should ensure that any advertising should be accurate and professionally restrained. Permission to display advertising should be sought from any other coaches at the same club.

CO-OPERATION

A coach should communicate and co-operate with medical and ancillary practitioners in the diagnosis, treatment and management of their player's medical and psychological problems.

CONFIDENTIALITY

Coaches must not divulge confidential information relating to a performer unless express approval by the performer has been gained. In the storage and disposal of personal records, coaches should be aware of the requirements of the Data Protection Act. An individual performer must be allowed reasonable access to their personal data records held by a coach.

ABUSE OF PRIVILEGE

A coach must not attempt to exert undue influence over a player in order to obtain personal benefit or reward.

MISREPRESENTATION

Coaches must ensure they do not in any way misrepresent their qualifications, affiliations or personal competence to any client or in any publication, broadcast, lecture or seminar. Misrepresentation will be regarded as a serious breach of the code.

CRIMINAL CONVICTIONS

Members of England Squash must report any alleged criminal offence to the NGB at the earliest convenience. Any convictions of a squash coach by a court of law are capable of reflecting adversely on England Squash and its members. Cases of a minor personal nature are unlikely to be regarded as breaches of the code but all reported cases will be considered.

SAFETY

Coaches have a responsibility to ensure the safety of players.

All reasonable steps should be taken to establish a safe working environment and practices. The activity being undertaken should be suitable for the age, experience and ability of the players. Coaches should be adequately protected with **Third Party Insurance**, which covers them if a player is injured while in their charge.

If they have other coaches who work under their direction or take work for them in their absence, they should be protected with adequate **Employers Liability Insurance**.

COMPETENCE

Coaches shall practise only in those fields of the sport where they have been trained and are recognised by the Governing Body.

Coaches should regularly seek way of increasing their professional knowledge.

Coaches have a responsibility to themselves and their players to maintain their effectiveness.

PERSONAL MISCONDUCT

Personal misconduct by squash coaches may give rise to disciplinary action by England Squash if such conduct is deemed to be misconduct or gross misconduct, even if such misconduct does not give rise to disciplinary proceedings directly by an employer other than England Squash, or lead to a conviction in a court of law.

The following examples are not exhaustive or exclusive:

* Misconduct	bad time keeping unreasonable or unexplained absence lack of application damage to property or equipment
*Gross Misconduct	theft falsification of reports or accounts breach of confidentiality violence indecentry any form of child abuse

DISCIPLINARY PROCEDURE

The willing and active co-operative of all squash coaches in accepting certain standards is essential if the status of coaches engaged in squash activities is to be raised in England. The procedures detailed below will be used in the handling of all disciplinary matters concerning squash coaches acting under the umbrella of England Squash.

The exact nature of the offence will determine the appropriate course of action in any particular situation. All coaches will be treated impartially and no acts of favouritism or discrimination will be permitted.

- A squash coach will render himself/herself liable to disciplinary action if the Code of Ethics and Conduct for coaches is continually breached.
- The coach will be informed of the nature of the breach as laid against him/her as soon as possible and will have the opportunity and the right to state their case before any decision regarding the appropriate disciplinary action is taken.
- When the facts have been established and responsibility is clear, disciplinary action can comprise of one of the following:
 - a) verbal warning
 - b) written warning
 - c) termination of coach status with England Squash

ADJUDICATION

Any breach or suspected breach of this code will be considered by the NCC, who will if necessary report the matter to the Executive Committee.

Any coach making a complaint must first notify the coach or club in writing of the nature of the complaint. A copy of this letter and any reply received must be sent to the NCC when making the complaint.