



Epsom and Ewell Harriers Club Code of Conduct

All club members, parents/guardians of young athletes (under 18s), coaches and volunteers are responsible for creating a positive and safe environment and must:

- Act with dignity and display courtesy and respectful behaviour towards others
- Uphold values of sportsmanship on and off the field
- Use language and behave in a manner which is inclusive of all people
- Challenge inappropriate behaviour and language by others. If unable to challenge, or you don't feel safe to do so report this to the welfare officer.
- Be respectful of the environment and leave athletics venues as you find them
- Always behave within the law
- Adhere to club policies and procedures
- Return any necessary written consent forms to the club or appropriate person, including next of kin details, health and medical requirements
- Ensure that any required medications are available, for example, inhalers, adrenaline auto-injectors
- Raise any concerns you have in an appropriate and timely manner
- Take responsibility for own belongings. Epsom & Ewell Harriers and / or Epsom Borough Council cannot be held responsible for any property lost.

In addition Athletes must:

- Anticipate and be responsible for own needs including being organised, having the appropriate equipment and being on time.
- Inform their coach of any other coaching they are seeking or receiving
- Inform coach of any injury
- Take responsibility for ensuring they are fit to train or compete
- Athletes under the age of 18 should notify a responsible adult if they have to go somewhere (why, where and when you will return)

In addition Coaches, team managers and technical officials must:

- Place the welfare and safety of the athlete above the development of performance
- Ensure that activities are appropriate for the age, maturity, experience and ability of the individual athlete
- At the outset clarify with athletes (and where appropriate, with parents or carers) exactly what is expected of them and what athletes are entitled to expect from them
- Observe the recommended ratios of coaches as per the coaching rules
- Encourage and guide athletes to take responsibility for their own performance
- Not exert undue influence to obtain personal benefit or reward
- Maintain boundaries between friendship and intimacy with athletes. It is strongly recommended that coaches do not allow intimate relationships to develop between themselves and athletes coached over 18 years of age.
- Must not allow an intimate personal relationship between themselves and any athlete under 18 years



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- Not offer young athletes lifts in cars or invitations into homes without the prior knowledge and consent of a parent/guardian and must ensure that two coaches are present
- Avoid spending time alone with young athletes unless clearly in the view of others to protect both themselves and the young athlete
- Always explain why and ask for consent before touching an athlete for example if administering first aid
- Ensure that parents/guardians know and have given consent before taking a young athlete away from the usual training venue
- Seek to avoid the requirement to supervise changing of young athletes. If this cannot be avoided to work in same-sex pairs.
- Complete appropriate checks such as DBS within the required timeframes
- Attend required training and maintain competence to ensure safe practice
- Attend required training in safeguarding and be aware of their responsibilities in safeguarding of children and vulnerable adults
- Report any safeguarding concerns to the welfare officer
- Report any accidental injury, distress, misunderstanding or misinterpretation to the club welfare officer as soon as possible
- Liaise with the parent/guardian of a young athlete if the athlete is involved in an accident or serious breach of health and safety or discipline whilst under their care

In addition Parents/guardians of young athletes (under 18 years) must:

- Encourage their child but never put undue pressure on a young athlete to perform, participate or compete
- Take an active interest in the participation of the young athlete
- Take responsibility for supervising the young athlete at competition or delegating this responsibility to another adult who will be present. They must ensure that the young athlete and the coach/team manager know who this is.
- Ensure the young athlete is well and fit to train/compete
- Inform the young athlete's coach or team manager of any illness, allergy or disability that needs to be taken into consideration while the child is at training
- Ensure the club has current emergency contact details for themselves and another responsible adult
- Deliver and collect their child punctually to and from the coaching sessions/events
- Inform the coach before a session if their child is to be collected early from a coaching session/event and if so, by whom
- Ensure their child is properly and adequately attired for the training session/event, including all required equipment and appropriate clothing for possible weather changes.
- Ensure that the young athlete understands their responsibilities as outlined by this code of conduct

Sanctions for the breach of the code of conduct may include a verbal/written warning or suspension from attending club activities.