



Bowmen of Bruntwood

Code of Conduct – Coaches, Judges, and Officials

Coaches, Judges, and Officials

This code applies to anyone carrying out a role as a coach, instructor, judge or official (whether formally qualified or not) and when carrying out their role both inside the Archery GB environment and outside it.

Sometimes, you might face a situation where it is not obvious what the right thing to do is. That is where our code of conduct can help. It is a guide to keep people safe, protect archery's reputation, and live our values.

We want to make sure people's differences are welcomed and everyone is treated fairly, with dignity and respect. Everything we do has an effect on other people's experience in our sport. We all have a responsibility to act ethically and with integrity, and this code of conduct shows the way for you to act.

Expected minimum standards of behaviour and conduct

As a Coach, Judge, and Official, I will do the following.

- **I will champion the rights of every person to participate in archery**

I will:

- not discriminate based on gender, disability, race, colour, sexual identity, age, religious beliefs or marital status;
- challenge any form of discrimination;
- be discreet in conversations about others and respect their personal information and confidentiality; and
- provide feedback to others in a way that shows respect and care.

- **I will form relationships with participants based on honesty, trust, and respect.**

I will:

- place the safety, well-being and enjoyment of archers first;
- encourage archers to take responsibility for their own development and actions;
- allow archers to be involved in the decision-making process;
- only use physical contact that is appropriate and necessary, and with approval from the archer;
- use social media and messaging appropriately and responsibly;
- make sure parents and carers of young archers understand what they can expect from me and make sure activities are suitable for the archer's capability and level of maturity (development stage for children and young people);
- not work with another coach's archer without first discussing this with both the coach and the archer;

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- not get involved in inappropriate personal relationships (coaches, judges and officials are in a position of power and trust and may be found guilty of abusing this position in line with the Sexual Offences Act);
 - not take part in any form of abuse (physical, sexual, emotional), neglect or bullying; and
 - follow the reporting guidelines of the club, organisation or governing body – taking no action is unacceptable.
- **I will demonstrate proper personal behaviour**
 - I will:
 - use positive language;
 - be a role model and set a positive example to all those involved in archery;
 - have a clean, tidy, and presentable appearance;
 - be prepared and punctual;
 - display dignity and professionalism towards everyone involved in archery;
 - not smoke, drink alcohol or use recreational drugs while coaching, judging or officiating; and
 - operate within the rules of shooting, Archery GB policies, and the spirit of the sport.
 - **I am committed to demonstrating professional standards.**
 - I will:
 - complete training and qualification opportunities to give me the skills I need and provide this assurance to others;
 - work in an open and honest way;
 - promote good practice in others and challenge poor practice;
 - create a safe environment for me and the people around me;
 - recognise when it is appropriate to refer an archer to another coach or specialist;
 - use self-analysis and reflection to improve my performance;
 - encourage and take part in opportunities to learn with other coaches, judges, officials and archers;
 - not misrepresent my level of training or qualifications;
 - not take on any roles for which I'm not trained or qualified; and
 - have a working knowledge of the facilities where I work (for example, emergency procedures and risk assessment).

Breaking the code of conduct

We have the right to investigate any alleged action that does not keep to this code of conduct, and which may bring archery into disrepute, and to take disciplinary action in line with our policies.

We will use the code of conduct for coaches and officials, and the UK Coaching Code of Practice for Sports Coaches, when dealing with allegations and complaints, and when deciding what action to take.