

CODE OF PRACTICE FOR CYCLING COACHES



IMPLEMENTATION



This code of practice identifies the standards that cycling coaches are required to meet. It reflects best practice in coaching and is relevant to all coaching roles and responsibilities. However, British Cycling recognises that the application of the content of this code of practice may vary according to the nature of the coaching role undertaken.

All coaches holding recognised British Cycling coaching qualifications are required to sign up to and abide by this code of practice.

This code of practice is:

- a constituent part of a policy and procedure for dealing with allegations and complaints
- used, in conjunction with the *Guidelines for Coaching Cycling*, as the definitive guide and benchmark measure of good cycling coaching practice in determining any need for sanctions against a cycling coach
- fully incorporated into the British Cycling coach education processes
- supported by appropriate training and resources.

In support of this code of practice, the British Cycling Coach Education Programme includes safeguarding training in appropriate qualifications. The concepts included in safeguarding training are considered appropriate for coaches of both children/young people and adults.



BRITISH CYCLING CODE OF PRACTICE FOR CYCLING COACHES

Cycling coaches play a crucial role in the development of cycling and in the lives of the riders they coach. Good cycling coaches ensure riders have positive experiences and are, therefore, more likely to continue in cycling and achieve their potential.

Coaching, as an emerging profession, must demonstrate a high degree of honesty, integrity and competence at all levels. The need for cycling coaches to understand and act upon their responsibilities is of critical importance to cycling, as is the need to protect the key concept of participation for fun and enjoyment as well as achievement. This is implicit within good coaching practice and promotes a professional image of the good practitioner. This code of practice defines the standards of good coaching practice expected of all cycling coaches.

Good cycling coaching practice needs to reflect the key principles outlined in this document.

■ Rights

Cycling coaches must respect and champion the rights of every individual to participate in cycling.

Cycling coaches should:

- assist in the creation of an environment where every individual has the opportunity to participate in cycling
- create and maintain an environment free of fear and harassment
- recognise the rights of all riders to be treated as individuals
- recognise the rights of riders to confer with other cycling coaches and experts
- promote the concept of a balanced lifestyle, supporting the well-being of the rider both in and out of cycling.

Actions

- Treat all individuals in cycling with respect at all times.
- Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs or political opinion.
- Do not condone or allow any form of discrimination to go unchallenged.
- Do not publicly criticise or engage in demeaning descriptions of others.
- Be discreet in any conversations about riders, cycling coaches or any other individuals.
- Communicate with and provide feedback to riders in a manner that reflects respect and care.

■ Relationships

Cycling coaches must develop a professional relationship with riders (and others) based on openness, honesty, mutual trust and respect.

Cycling coaches:

- must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying)
- should promote the welfare and best interests of their riders
- must avoid sexual intimacy with riders, either while coaching them or in the period of time immediately following the end of the coaching relationship
- must take action if they have a concern about the behaviour of an adult towards a child
- should empower riders to be responsible for their own decisions
- should clarify the nature of the coaching services being offered to riders
- should communicate and cooperate with other organisations and individuals in the best interests of riders.

Actions

- Be aware of the physical needs of riders, especially 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 rider's full consent and approval.
- Do not engage in any form of sexually related contact with any rider for whom you have responsibility. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms. Cycling coaches are in a position of power and trust in relation to riders. By entering into an intimate/sexual relationship with a rider, a coach may be deemed guilty of abusing this position and, in relation to children and young people, this may also be unlawful.
- Arrange to transfer a rider to another cycling coach if it is clear that an inappropriate or intimate relationship is developing.
- Inform parents or 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, understand and adhere to the relevant British Cycling or employer child protection/safeguarding policies and procedures.
- Follow the reporting procedures laid down by British Cycling or your employer if you have a concern – non-action is unacceptable.
- Discuss with parents and other interested parties the potential impact of the programme on the rider.
- Respect riders' opinions when making decisions about their participation in cycling.
- Encourage riders to take responsibility for their own development and actions.
- Allow riders to discuss and participate in the decision-making process.
- Discuss and agree with riders what information is confidential.
- Inform riders or their parents/guardians of the requirements of cycling.
- Inform riders or their parents/guardians of any potential costs involved in accessing the coaching services on offer.
- Be aware of and communicate about any conflict of interest as soon as it becomes apparent.
- Do not work with any other cycling coach's rider without first discussing or agreeing it with both the coach and the rider involved.
- Identify and agree with riders which other experts or organisations could offer appropriate services.



■ Personal standards

Cycling coaches must demonstrate proper personal behaviour and conduct at all times.

Cycling coaches:

- must be fair, honest and considerate to riders and others in cycling
- should project an image of health, cleanliness and functional efficiency
- must be positive role models for riders at all times.

Actions

- Operate within the rules and the spirit of cycling and your cycling discipline.
- Educate riders on issues relating to the use of performance-enhancing drugs in sport and cooperate fully with UK Sport and British Cycling policies.
- Maintain the same level of interest and support when a rider is sick or injured.
- Display high standards in use of language, manner, punctuality, preparation and presentation.
- Encourage riders to display the same qualities.
- Do not smoke, drink alcohol or use recreational drugs before or while coaching. This reflects a negative image and could compromise the safety of your riders.
- Display control, respect, dignity and professionalism to all involved in cycling.

■ Professional standards

To maximise the benefits and minimise the risks to riders, cycling coaches must attain a high level of competence through qualifications and experience, and a commitment to ongoing training that ensures safe and correct practice.

Coaches will:

- ensure the environment is as safe as possible, taking into account and minimising possible risks
- promote the execution of safe and correct practice
- be professional and accept responsibility for their actions
- make a commitment to providing a quality service to their riders

- actively promote the positive benefits to society of participation in cycling and sport in general
- contribute to the development of coaching as a profession by exchanging knowledge and ideas with others, and by working in partnership with other agencies and professionals
- gain British Cycling coaching qualifications appropriate to the level at which they coach cycling.

Actions

- Follow the guidelines of British Cycling or your employer.
- Plan all sessions so they meet the needs of the riders and are progressive and appropriate.
- Maintain appropriate records of your riders.
- Recognise and accept when it is appropriate to refer a rider to another coach or specialist.
- Engage in self-analysis and reflection to identify your professional needs.
- Seek to achieve the highest level of relevant qualification available.
- Demonstrate commitment to continuing professional development (CPD) by seeking and attending learning opportunities to:
 - maintain up-to-date knowledge and understanding of technical developments in cycling and other issues that might impact on both you and your riders
 - maintain up-to-date coaching knowledge
 - develop your coaching skills and competencies.
- Be aware of the social issues and how cycling can contribute to local, regional or national initiatives.
- Actively participate in recruitment and education opportunities in cycling.
- Actively contribute to local, regional and national initiatives to improve the standards and quality of coaching in both cycling and sport in general.
- Practise in an open and transparent fashion that encourages other cycling coaches to contribute to or learn from your knowledge and experience.
- Manage your lifestyle and coaching commitments to avoid burnout that might impair your performance.
- Do not assume responsibility for any role for which you are not qualified or prepared.
- Do not misrepresent your level of qualification.
- Promote good coaching practice in others and challenge any poor practice that you become aware of.



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