



Sports Coaches Code of Conduct Policy

1.0 INTRODUCTION

Coaches play a crucial role in the development of any sport and in the lives of the athletes they coach. Good coaches ensure that individuals in sport have positive experiences and are therefore more likely to continue in their sport and achieve their potential.

2.0 PURPOSE

Melbourne Girls Grammar Coaches Code of Conduct is a positive document for all coaches. It affirms a coach's support for the concepts of responsibility, trust, competence, respect, privacy, safety, honesty, equity and professionalism.

This code has been modelled on the Australian Sports Commission code of ethics and requires coaches to:

- agree to abide by the Coaches Code of Conduct
- acknowledge that MGGG may take disciplinary action against them if there is a breach of the Coaches Code of Conduct.

3.0 SCOPE

This policy applies to all staff who take on the role of an MGGG Sports Coach.

4.0 POLICY PROCEDURES

Sports Coaches should:

<p>1. Agree to abide by the Child Safety Code of Conduct, Child Safety Policy and Child Safety Response and Reporting Procedure.</p>	<p>All staff at Melbourne Girls Grammar are expected to take an active role and be well informed of their obligations in relation to Child Safety. Employment with Melbourne Girls Grammar is subject to school policies including the Child Safety Policy, Child Safety Code of Conduct and Child Safety Statement below.</p> <p>Child Safety Statement - Melbourne Girls Grammar:</p> <ul style="list-style-type: none"> • has zero tolerance for child abuse • actively works to listen to and empower children • has systems to protect children from abuse, and will take all allegations and concerns very seriously and respond to them consistently in line with the organisation's policies and procedures • is committed to promoting physical, emotional and cultural safety for all children • is committed to providing a safe environment for all children
<p>2. Treat each athlete as an individual.</p>	<ul style="list-style-type: none"> • Respect the talent, developmental stage and goals of each individual athlete. • Refrain from any discriminatory practices on the basis of race, religion, ethnic background, or special ability / disability. • Help each athlete reach their full potential.

3. Behave as a professional	<ul style="list-style-type: none"> • Treat students with respect and openness matched with a level of assistance appropriate to their needs.
4. Accept responsibility for your actions.	<ul style="list-style-type: none"> • Display high standards in your language, manner, punctuality, preparation and presentation. • Display control, respect, dignity and professionalism to all involved with the sport – this includes opponents, coaches, officials, administrators, parents and spectators. • As an MGGs employee you agree to abide by the School's Privacy Policy and Communications Technologies Policy – employees should ensure that their personal social media profiles are set to private.
5. Operate within the rules and spirit of your sport.	<ul style="list-style-type: none"> • The guidelines of National and International bodies governing your sport should be followed. Please contact your sport for a copy of its rule book, constitution, by laws and relevant policies.
6. Provide a safe environment for training and competition.	<ul style="list-style-type: none"> • Ensure equipment and facilities meet safety standards. • Ensure equipment, rules, training and the environment are appropriate for the age and ability of the athletes.
7. Show concern and caution towards sick and injured athletes.	<ul style="list-style-type: none"> • Provide a modified training program where appropriate. • Allow further participation in training and competition only when appropriate. • Encourage athletes to seek medical advice when required.
8. Make a commitment to providing a quality service to your athletes	<ul style="list-style-type: none"> • Seek continual improvement through performance appraisal and ongoing coaching education.
9. Ensure that any physical contact or verbal communication with athletes is: <ul style="list-style-type: none"> • appropriate to the situation • necessary for the athlete's skill development 	<ul style="list-style-type: none"> • Refrain from any form of sexual harassment towards athletes and colleagues. • Refrain from using the influence of a coaching position to encourage inappropriate intimacy between coach and athlete. • You should not only refrain from initiating a relationship with an athlete, but should also discourage any attempt by an athlete to initiate an intimate relationship with you explaining the ethical basis of your refusal. • No employee is to have contact with a student via private social media platforms or telephone messaging. This means refraining from accepting or sending friend requests on Facebook, Instagram, Twitter etc.
10. Be a positive role model for your sport and athletes.	<ul style="list-style-type: none"> • Encourage your athletes to demonstrate the same qualities.

Sports Coaches are required to comply with the MGGs employment conditions and hold a current Working with Children Check or hold current registration with the Victorian Institute of Teaching.

I _____ (**Print Name**) have read and agree to abide by the MGGs Sports Coaches Code of Conduct and understand that any breach could result in a termination of contract or litigation.

Date: _____

Sign: _____

5.0 REFERENCES

All staff employed by Melbourne Girls Grammar are required to read and adhere to the following policies:

- Positive Relationships and Respectful Workplace Policy
- Staff Complaints Resolution Policy
- Privacy Policy
- Anaphylaxis Management Policy
- Child Safety Code of Conduct
- Child Safety Policy
- Child Safety Response and Reporting Policy
- Child Safety Risk Management Strategy
- First Aid Policy
- OH & S Policy (P. 1 – 7)
- Anti Bullying Policy
- Complaints Resolution Guidelines for Parents and Students
- Merton Hall Student Code of Conduct and Discipline Guidelines

6.0 IMPLEMENTATION

The Sports Coaches Code of Conduct Policy is available on eVI and all coaches will be asked to sign a copy of this policy at the commencement of their employment at MGGS.