



Code of conduct

for coaches, judges, and officials

Why we have a code of conduct

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.

Who this code applies to

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

The benchmark of good practice

Good coaches, judges, and officials make sure participants have positive experiences, so that they are more likely to continue and achieve their potential. They understand the important role they have in representing archery, and in the lives of the people involved in archery. The need for coaches, judges, and officials to meet the benchmark of good practice, demonstrate high standards of behaviour, and act on their responsibilities is vital to the well-being of others, and the reputation of archery.

Reporting concerns

Do not ignore concerns.

Prevent harm by speaking up to a representative of your organisation or contact us.

Respecting the values of our sport

How this code can help you

The code helps you to:

- ✓ behave honestly and ethically;
- ✓ understand what is expected from you;
- ✓ make good decisions;
- ✓ keep to laws, regulations and standards that apply to you;
- ✓ understand where to go for help or guidance if you have questions; and
- ✓ uphold our values and protect our reputation.

Your commitment



Speak with respect about other people and not publicly criticise or humiliate others;

Rights

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

I agree to:



not discriminate based on gender, disability, race, colour, sexual identity, age, religious beliefs or marital status;

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Relationships

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

I agree to:



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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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.

Personal standards

I will demonstrate proper personal behaviour

I agree to:



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.



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.



The policies you need to be aware of

Here is a summary of our rules and policies. Full details are available at www.archerygb.org

- ✓ Rules of shooting
- ✓ Policy for safeguarding children, young people and vulnerable adults
- ✓ Equality policy
- ✓ Disciplinary policy
- ✓ Anti-doping rules

Where you can learn more

We endorse UK Coaching's Coaching Code of Practice for Sports Coaches (available at www.ukcoaching.org) which provides a thorough guide for good and safe coaching practice.

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.

Version	Approved by the Board	Next review date	Director responsible for the review of the policy	Officer responsible for the review of procedures
OPP-06c-01	September 2018	July 2020	Chief Executive	Head of Ethics and Integrity



Professional standards

I am committed to demonstrating professional standards.

I agree to:



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 to do; and



have a working knowledge of the facilities where I work (for example, emergency procedures and risk assessment).