

# GBSA COACHES' CODE OF CONDUCT

Updated: 02<sup>nd</sup> December 2025 – V2

## 1 Introduction and Purpose

As coaches you have a unique and significant responsibility to the athletes we mentor and guide, this document helps affirm and clarify not only what you should expect of yourself, but as a sporting organisation the behaviours and responsibilities we feel you should have.

This document provides a guide, and it isn't our intention to prescribe what can and can't be done but to set some clear expectations regarding best practices in coaching, mentoring, and supervision promoting the development of professional excellence. Its purpose is to:

- Clearly define how we expect our members to act and behave when working with athletes. Supply guidelines for accountability and standards of conduct when it comes to our athletes.
- It serves as a guide for those people who aren't "coaches" but who mentor, or volunteer with athletes.
- It will be used as a basis for our complaint or disciplinary process.

## 2 Responsibilities

GBSA asks you to take the following responsibilities (including but not limited to):

- Ensure that the environment and behaviours you foster are free of any fear or harassment. You understand and recognise that everyone is an individual and will progress at their speed.
- You will never knowingly put your athletes in a situation of harm and will not push them further than they can go.
- You equitably create an environment where everyone has the opportunity to participate.
- You are supportive and understand that the needs of your athletes come first, recognising that seeking advice from other coaches, mentors or experts helps them grow.
- Promote and re-enforce the methodologies and tools shared by FARS, reaching out if you need support or guidance.
- Recognise that your knowledge is key, driving that will be the fundamental success of your athletes. You understand that the only person who can grow that knowledge is yourself, and the key to that is reaching out to other coaches or mentors to build that knowledge base.
- Foster a mindset that focuses on all aspects of building talent at any level, this incorporates not only Skating Skills but the well-being of participants, dry training, fitness, and a healthy balanced lifestyle physically and mentally.
- As a coach, you will attribute ownership of work, ideas, and materials of others to the originator and not claim it as your own.
- You will foster a transparent open and honest feedback loop with your athlete in a way that is respectful and caring.

## 3 Behaviours

GBSA expects that you demonstrate the following behaviours (including but not limited to):

- Respect those around you at all times.
- Act with professionalism and integrity, understanding you represent the sport, the federation your club, and your athletes.



- Maintain any qualification or required governance (i.e., DBS Certificates).
- Make no false or misleading claims about your competence or accreditation.
- You will act within applicable law and not in any way participate, encourage, assist or collude with conduct that is unlawful, discriminatory, prejudicial, dishonest, or unprofessional.
- Foster a no-blame culture, understanding that “pointing the finger” at others does not help athletes build integrity and ultimately does not grow their talent.
- Do not discriminate based on marital status, race, colour, gender, sexual identity, age, occupation disability, religious beliefs, or political opinion.
- Do not stand silent, identifying and challenging any form of discrimination.
- Do not engage publicly in demeaning others.
- Be discreet, ensuring that any conversation or communication about those involved in our sport is positive and professional.

## 4 Social Media

Your social media footprint is public and involving those in and around our sport represents you, we expect that you live and breathe the above responsibilities and behaviours within any social media transactions.

## 5 Visiting other clubs-academies / coaching professionals

We are all responsible for fostering and growing each other's knowledge, supporting each other is key, however, if you are travelling to another club to coach or act as a coaching professional either paid or unpaid, we ask that you contact the respective Director of the discipline to discuss in advance.

Whilst we want to encourage collaboration it is key that we all pull in the same direction and drive the same techniques and standards, discussing this in advance with the relevant Director helps us encourage that.

## 6 Club transfers

In the event of an athlete asking to join your club, the process is very simple, whatever discussions take place between athletes/parents and the coach of the club they are leaving, it is recommended that both coaches make contact to ensure there is a smooth fair transition. The [transfer form](#) must be completed, signed by both Head Coaches and forwarded to [office@gbskateartistic.co.uk](mailto:office@gbskateartistic.co.uk).

This process will avoid any mixed messages and ensure that the procedure has been followed correctly by all involved in the process. We must appreciate that this may be a tense time for all involved but the relationship between both coaches should always remain professional. This process is in addition to any individual club processes that may exist. It is stressed that GBSA will not support any form of poaching athletes at any cost. Where this happens, the coach concerned will be subjected to disciplinary action being considered against them, which if proven may lead to the removal of the GBSA membership.

## 7 INTERNATIONAL COACH INVITATIONS

If clubs invite or visit an international coach or club, they must request approval from the head of discipline, this must be done via email. If an international coach is coming to your club only those

who are members of the club should attend, unless the head of disciplines has agreed a second club could join due to club size and cost.