

Code of Conduct and Ethics for Coaches and Trainers

British Equestrian Code of Conduct and Ethics is built on the principles of integrity, fair play, equality, respect for others (including animals) and a sense of what is right. These ethical principles are integral, not optional, and apply to all levels of ability and commitment, including recreational equestrian activity as well as competitive equestrian sport. This code is a guide for good practice and it is required of all member bodies of British Equestrian accredited Coaches/instructors/trainers/teachers that they will abide by these principles.

Coaches/instructors/trainers/teachers have a crucial role in the development of the sport and a responsibility to support and promote their equestrian discipline and its' governing body, maintain standards of appearance and conduct and act with due respect for the reputation of the governing body.

British Equestrian core values are for all involved in equestrian activity and coaches, instructors, and trainers are asked to demonstrate:

- **Performance:** That you will strive to be successful in all your endeavours and deliver high standards in every session, lesson, class or workshop.
- **Partnership:** No coach, instructor, teacher or trainer has all the answers and we ask that you collaborate and find solutions to shared issues and are open and honest at all times.
- **Professionalism:** That you will remain objective and professional at all times. You act with integrity in an ethical way and treat everyone with respect.
- **Passion:** You will be passionate in all your endeavours, working with others to the benefit of the rider, driver, vaulters or horse or pony.

Coaches/instructors/trainers must:

Safety:

- Share with riders the responsibility for rider and horse safety. Coaches/instructors/trainers are also responsible for ensuring, as far as is reasonably possible, the creation and maintenance of a safe environment for helpers and bystanders.
- Ensure they keep abreast of approved coaching practice determined by their member body and other relevant organisations.
- Ensure that all training and activities should take account of the age, maturity, experience and ability of both rider and horse.
- Recognise their duty to protect riders from harm and abuse and in particular should understand the duty of care when working with young and vulnerable people.
- Be required to attend a Safeguarding Children workshop prior to certification.
- Ensure that adequate insurance cover, for all aspects of their coaching and training, is in place.
- Place the well-being and safety of both horse and rider above the development of performance.
- Work with other specialists as necessary, for example, officials, vets and other coaches.
- Ensure good supervision of all participants, especially participants who are younger or more vulnerable.

Competence:

- Hold nationally recognised governing body teaching/coaching qualifications.
- Confine themselves to practice in those areas for which their training and competence are recognised by their member body of British Equestrian.
- Recognise their responsibility to themselves and their participants to maintain their effectiveness as an equestrian coach and should regularly seek ways to develop their personal and professional development taking advantages of opportunities provided.
- Plan and prepare for sessions. Their participants should have a programme that is appropriate and progressive.

Personal Standards:

- Display high personal standards and project a favourable image of equine activity to member bodies of British Equestrian, performers, parents and the wider public.
- Recognise that appropriate dress codes should be followed whilst training and competing as laid down by the member body.
- Be a positive role model and behave appropriately at all times.

Confidentiality:

- Recognise that they in a position where they gather personal information about riders in the course of a working relationship. The disclosure and use of information gathered is the subject of the Data Protection Act. Coaches/instructors/trainers/teachers must ensure that an agreement is reached with riders/participants or their parents/guardians about the collection, storage and potential boundaries of sharing information.

Integrity:

- Not compromise any rider by advocating measures which could constitute unfair advantage or that may jeopardise the safety or well being of rider or horse.
- Show respect to others involved in the sport including judges, official and volunteers, other riders and teams, other coaches, instructors, teachers and trainers, spectators, parents/carers and equines.
- Not maliciously or recklessly injure or attempt to injure, whether directly or indirectly, the professional reputation, prospects or business of their member body or of any other member body or coach.
- Prepare riders to respond to success and failure in a dignified manner and treat opponents with respect.
- Recognise that they have a responsibility to instil good values and behaviour in their riders and discourage inappropriate behaviour in training and competition.
- Operate in an open environment with transparent communication and actions. Where possible coaches should share knowledge and their experience.
- At all times observe the rules and regulations made from time to time by the member bodies of British Equestrian as they apply.
- Never engage in or tolerate any form of bullying, always appropriately challenge bullying behaviour.

Humanity:

- Treat everyone with the same degree of courtesy and respect regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion and belief, sex and/or sexual orientation.

- Recognise the importance of fun and enjoyment, especially when working with young participants.
- Always promote the positive aspects of our sport (e.g. fairplay) and must never condone rule violations or the use of prohibited substances.
- Ensure that all employees in any equestrian business or establishment under their control comply with the standards laid down from time to time by member bodies of British Equestrian and follow all appropriate legal and ethical considerations to ensure open and fair recruitment processes and working conditions.
- Recognise that any failure on the part of a coach to comply with the provisions of this code may render the coach liable to disciplinary proceedings by their member body.
- Be aware of, and abide by, British Equestrian Safeguarding Policies and Procedures.
 - This includes that no coach, instructor, or trainer should have sexual related contact with a participant, fellow coach, instructor, teacher, trainer or volunteer under the age of 18. This includes sexual innuendo, flirting, inappropriate gestures and terms in person or through social media, texts and emails and taking part in sexting or otherwise sending inappropriate sexual images through technological systems.
 - Recognise that participants under 18 cannot have alcohol whilst under your supervision or attending an event.
 - Report any concerns that you may have about a child, young person or adults at risk in line with procedures.
 - Report any concerns you have about a colleague, volunteer or any adult working with children, young people or adults at risk in line with procedures.

All coaches, instructors and trainers should actively involve parents and carers throughout all stages of a young person (under 18) training /coaching and ensure you have parental consent for all activity.

Equity & Equal Opportunities

With regard to equity, the British Equestrian Federation:

- aims to ensure that all people, irrespective of race, gender, ability, ethnic origin, social status or sexual orientation, have equal opportunities to take part in equestrianism at all levels and roles;
- seeks to educate and guide BEF members, their employees and volunteers on the ownership, adoption and implementation of its Equity plan;
- intends to raise awareness of Equity through the implementation of this policy and the adoption of the Equity Action Plan; and, as a result of this process
- aims to monitor, review and evaluate progress in achieving the stated aims and objectives and to feed back to member organisations on progress made.

BEF will ensure that its recruitment and selection procedures are fair and transparent, and meet the appropriate legal requirements. Each member body will ensure its own procedures meet these requirements.

Further background information on coaching, registration, affiliation and qualification processes are available from British Equestrian and its member organisations.

Further background information on Safeguarding and Equality is available from British Equestrian and its member organisations.

I confirm that I agree to and will abide by this code of conduct.

Name (please print).....

Signature.....

Member body branch/centre.....

Date.....