

Code of Ethics (World Archery Coaching Manual)

Contents:

1) Preamble

2) Role of the Coach

3) Dignity

4) Integrity in Relationships

5) Professional Competence

6) Personal Standards

7) Confidentiality

8) Coach Responsibility

1. Preamble:

Coaching within the sport of archery can contribute with the development of individuals in their chosen sport. It is used as a process for developing many skills of awareness which when used will enhance the archer's ability, consistency and enjoyment of shooting the bow.

Every coach should respect and protect each person's human and civil rights, and should not participate in any unfair discriminatory practices or condone such activities.

It is essential to establish and maintain a standard of ethical behaviour whatever level of coaching is being undertaken. The coach should work within an agreeable ethical framework that is acceptable to them, the person they are coaching and the national guidelines of the country in which they are coaching. The principles of responsibility detailed in this document provide the basis of core values for good progressive coaching.

This code of ethics for coaching is a framework within which to work; and lists a series of guidelines rather than a framework of rules.

It is expected that archery coaches will encounter ethical standards in many areas; they must respect the integrity and

confidentiality of the athlete at all times and reject any forms of abuse whatever level or guise this may take.

Coaches who adopt this code of conduct for coaches should accept the responsibility of the task they are undertaking. This should include the responsibility toward the archer, parent and family, and colleagues of the athlete, their employer and the organisation under which umbrella they are operating, i.e. club, county, country and World Archery.

2. Role of the Coach:

Coaches play a vital role in the progressive development of their archers. How coaches communicate with the archer and the atmosphere they create often determines whether the interactive experience is beneficial or detrimental. Based on this, coaches should adopt a positive approach to coaching. This should be based on good common sense and incorporate several basic principles.

2.1 Give plenty of praise and encouragement. When people are learning and refining newly adopted skills, coaches should provide plenty of genuine praise and encouraging statements that are related to the skills and performance of the archer.

2.2 Give praise sincerely. If coaches are not sincere with their praise and encouragement, they will lose their credibility with the archers they are coaching.

2.3 Develop and produce realistic expectations. It is imperative that coaches and their archers have realistic expectations that are based on each individual's abilities.

2.4 Give praise for effort as much as outcome. For some archers, winning events may be an unlikely achievement, but trying to succeed by giving maximum effort is attainable by all those involved.

- 2.5** Give praise for correct techniques and performance, not just outcome. Coaches should remember to encourage archers to improve their skills, they should also provide encouraging feedback to the archer when they have produced a good technique but are less than successful with the result. Winning at the expense of skill development will lead to failure at the more advanced levels of archery participation.
- 2.6** Employ a 'sandwich' approach to correcting mistakes. Such an approach focuses on providing a corrective instruction sandwiched between two positive and encouraging statements.
- 2.7** Coaches should adopt a positive and genuine approach to coaching.
- 2.8** A coach should help archers set realistic but challenging and attainable goals.
- 2.9** Coaches should ensure that training and practice are enjoyable and always end on a positive note.
- 2.10** Coaches should not expect children or juniors to perform as miniature adults but give consideration to their age, physical attributes and ability.
- 2.11** Coaches should help archers to define success by achieving personal goals that have been set by mutual discussion and agreement. These goals should be recorded so that they can be referred to through the progression of improvement and time.

3. Dignity:

Safeguarding the dignity of the individual is a fundamental requirement of being a coach.

There shall be no discrimination between participants on the basis of race, sex, ethnic origin, religion, philosophical or political opinion, marital status or any areas that would be offensive or cause an aggravation to any person the coach is likely to come in contact with.

3.1 No practice constituting any form of physical or mental injury to the participants will be tolerated. All doping practices at all levels are strictly prohibited. Any form of inducement to indulge in, or partake in, any drug abuse will be contradictory to the Code of Conduct for Coaches.

3.2 All forms of harassment or abuse against participants or spectators; be it physical, mental, professional or sexual, are prohibited.

4. Integrity in Relationships:

Coaches must not encourage archers to violate the rules laid down by the official organisation/federation governing that activity. They should actively condemn any such action and encourage archers to adhere to, and abide by the spirit of the rules.

4.1 Coaches should not compromise their archer's integrity by condoning any activity that would present an unfair advantage. The coach must encourage and actively pursue measures that progressively develop performance improvement in a safe and considerate manner and one that which will not jeopardise the archers' well-being for future performances.

4.2 It is the coaches' responsibility to ensure training and programmes they follow are directly relevant to the archer and that they are in accordance with the age, ability and experience of the archer and will not cause any incapacitation.

- 4.3** The coach should be responsible for the conduct of their archers and must discourage any behaviour that would bring them, the archer or sport into disrepute, whether this is in training, travel or competition.
- 4.4** Coaches must treat all opponents with respect whether it is in victory or defeat, and should encourage their archers to act similarly. It is the coaches' duty to prepare their archer to respond to success and defeat in a cordial and dignified manner.
- 4.5** Coaches must be able to present any evidence of documented qualifications on request and must not refer to or display any item that falsely implies any sponsorship or accreditation qualifications.

5. Professional Competence:

The coach should take the limits of their knowledge and capacity into account; and should not assume responsibility if they are not sufficiently prepared for the task at hand.

- 5.1** The coach should recognise and accept when it is necessary or appropriate to refer their archer to other coaches or sport specific specialists for further development. It is also their responsibility, where appropriate, to verify the competence of the person or organisation to which they are referring their archer.
- 5.2** Competence to coach should normally be verified by documented qualifications, or documented evidence of performance. Competence cannot be inferred solely from prior experience.
- 5.3** The coach must refrain from working in an environment that is unsafe or jeopardises the safety,

or wellbeing, of their archers or other participants.

- 5.4** Coaches should actively seek ways of improving their personal and/or professional development; they have a responsibility to themselves and their archers to improve their own ability and effectiveness.

6. Personal Standards:

Personal appearance is a matter of individual preference and culture but a coach should project an image of cleanliness and efficiency; and not project an image that would offend either onlookers or the archers being coached.

- 6.1** Coaches must be aware of, and project an image of high standards of coaching to their archer, their archers parents and families, other coaches, spectators, officials and all other persons that may be in the vicinity or able to observe any activity being undertaken.
- 6.2** Coaches should never smoke when they are conducting a coaching or training session.
- 6.3** Coaches should not drink any alcohol just prior to conducting a coaching session. It may affect their decisions or competence to coach and may compromise the safety of the archers or spectators of the session. It may also be offensive to archers to smell alcohol on the breath of the person they are being coached by, and breathing out alcoholic fumes does not portray a very good image of a coach in charge of an important training session.

7. Confidentiality:

When a coach has a good working relationship with an archer it is inevitable that a great deal of confidential

information is interchanged and sometimes recorded. It is imperative that the coach and archer agree on which of this data is regarded as confidential, this confidential information must not be divulged to any person or persons without the express approval of the archer/parent or guardian.

Coaches must not disclose information entrusted to them in confidence. Any disclosure of information must not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation.

Some person, persons or organisations may have a need/right to have knowledge of some of this confidential information. It may fall on the coach to decide whether the disclosure of such information is in the best interest of the archer or sporting organisation. Some examples are listed below:

- Performance information for team or competition selection.
- Disclosure of information to doctors, the athlete's parents or family where the health or safety of the athlete may be in jeopardy.
- Disclosure of information to protect children or vulnerable adults from abuse.
- Disclosure of information for legal or disciplinary requirements.

8. Coach Responsibility:

The basis of responsible coaching carries the expectation that activities carried out by coaches will be beneficial to the archers they are coaching, and to the sport in which they partake. The implementation of this coaching activity is to improve the archer's performance and at the same time minimising the risk of injury by ensuring their knowledge is current and all their training programmes are well prepared.

8.1 The coach should recognise and acknowledge their limitations and work within these limitations. They should accept the

responsibility to refer their archer to other coaches or sports specific experts who have more advanced knowledge than themselves, and work with these people to enhance their archer's well-being and/or performance.

8.2 The coach should strive to enhance their knowledge and coaching skills through research and personal learning projects, and to ensure their training programmes enhance their archer's well-being and/or performance and does not harm or hinder them in any way.

8.3 The coach must be responsible for their archer or team and themselves in the pursuit of professional competence both in training and competition through well balanced and appropriate training programmes.

8.4 The coach must ensure that all training exercises and training programmes are appropriate for the person they have been designed for, and take into consideration, age, health, ability and experience of that person.

8.5 The coach must take into consideration the individuality and ability of each team member when constructing training exercises or training programmes.

8.6 The coach must constantly monitor their archer's physical and mental condition and take the necessary or appropriate action, and to take this into consideration when overseeing training exercises or constructing training programmes.

8.7 The coach must be aware of every day pressures the archer may have, such as; educational, occupational, and family or financial, and adapt their actions, instructions and training programmes accordingly.

8.8 The coach must consider the archer's well-being and future development when making decisions on whether the archer can continue competing if suffering from a minor injury, fatigue or minor ailment. It is imperative that the well-being and future development of the archer are put before current performance.

To gain respect you have to give respect, and when you give it make sure that it is genuine and sincere.