

Code of Conduct for Coaches

As a Pony Club coach, you play a key role in providing members with positive and enjoyable experiences with The Pony Club from recreational participation through to high level competition, offering great opportunities to enhance members' knowledge in horse management and riding, and supporting members both in mounted and unmounted activities whilst having fun. You also have an influential role for members to continue in equestrian activity and achieve their potential.

The Code of Conduct for coaches and trainers is built on the principles of integrity, honesty, fair play and respect. These principles are fundamental to The Pony Club and apply to all levels of ability and commitment, with the welfare of the horse or pony at the centre. All coaches must be accredited in accordance with The Pony Club Rules.

Core Values

The core values that should be demonstrated by all involved in equestrian activity include:

- ❖ **Performance:** That you will strive to be successful in all your endeavours and deliver high standards in every session you coach.
- ❖ **Partnership:** That you will collaborate and find solutions to shared issues and are open and honest at all times with fellow coaches in order to continually improve your knowledge and to the members that you coach.
- ❖ **Professionalism:** That you will remain objective and professional at all times, and 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 members and their horses / ponies.

As a coach, you are expected to abide by this Code of Conduct:

- Keep yourself safe and be aware of your safeguarding responsibilities.
- Report any concerns of abuse or poor practice / conduct you have to the Branch / Linked Centre Safeguarding Officer immediately. All concerns should be dealt with in line with The Pony Club policies and procedures – do not allow them to go unchallenged or unrecorded even if they involve colleagues or your close friends or family members
- Ensure your certification (and accreditation where appropriate) remains up to date as necessary in accordance with Coach Requirements, including criminal record disclosure checks, safeguarding, first aid and continuing profession development (CPD).
- Maintain confidentiality about sensitive information at all times.
- Always conduct yourself in an appropriate manner, both face to face and when using social networking platforms or technology. Remember, you may not know who is accessing the content and judging your actions or demeanour. This could have an effect on your employment now or in the future.
- Be a positive role model displaying a consistently high standard of behaviour, appropriate appearance and punctuality, and lead by example.
- Be positive, approachable and offer praise to promote the objectives of The Pony Club at all times.

- Be friendly, supportive and show respect to all members, other coaches, officials, volunteers, staff and parents / guardians, whether at your Branch / Linked Centre or elsewhere.
- Promote the physical and emotional well-being all members and horses / ponies. Consider the wellbeing and safety of members before the development of their performance.
- Treat all members fairly and equally, praising as appropriate and ensuring that they feel valued.
- Have no favourites and discourage unfair competition.
- Develop appropriate working relationships with members based on mutual trust and respect for all members to build their confidence and self-esteem.
- Encourage members that taking part, learning and showing good sportsmanship is of the utmost importance and promote the ethos that participation in sport is for fun.
- Encourage and guide members to accept responsibility for their own performance and behaviour. Do not sanction in any way ridicule of a member who does not perform as well as his / her peers. Ignoring the ridicule or comments will be taken as tacit approval.
- Establish and address the additional needs of disabled members or other adults at risk.
- Ensure all activities you organise are appropriate for each member's ability, age and maturity, and for the capabilities of their horse / pony. Seek to inspire and motivate in accordance with a member's abilities.
 - Take time to explain any decisions or instructions to members to ensure that they understand clearly what you are asking of them. Ensure parents / guardians of members understand these expectations too.
- Actively involve parents / guardians throughout all stages of a members training and ensure you have permission for all activities.
- Provide positive verbal feedback to members in a constructive and encouraging manner at all times.
- Refrain from being rude, violent or aggressive, using foul or abusive language, being discriminative, bullying or any other inappropriate behaviour. Encourage members to do the same. Address any inappropriate behaviour where necessary.
- Ensure you comply with the current Health and Safety Alcohol and Drugs policy.
- Do not engage in or condone unsportsmanlike behaviour or rule violations.
- Do not abuse members sexually, physically or emotionally. This includes verbal abuse or abuse via social media.
- Do not punish or belittle members for making mistakes, place members under pressure or push them into sports or equestrian activities they do not want to or are not comfortable doing. Instead, you should support members' involvement with equestrianism.
- Never use sanctions that humiliate, harm or put members or others in danger.
- Do not criticise officials, other coaches, volunteers, staff, members or parents / guardians on social networking platforms or using text messages / emails.
- Be aware that it is not acceptable to photograph or video an injured person.
- Do not post pictures or other images of a child under 18 on any social network platform without the permission of the child involved and their parent / guardian.

Any minor misdemeanours and general misbehaviour should be dealt with immediately. In the first instance, this should be verbally reported to the appropriate person, with the report followed up in writing afterwards. Persistent breaches will be dealt with and may result in formal action being taken in accordance with The Pony Club Rules

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