



THE SPORTS COACHING CHARTER

In so far as we endorse the role and value of the sports coach as essential to the development, performance and delivery process of athletes or teams in the culture of sport, we require this role to be exercised and guided by the South African sports coaching framework. Such guidelines and understandings are a bond between sports coaches/coach developer and those who benefit from their services.

Notwithstanding that sports coaches may range from being voluntary to being partly or wholly dependent and/or employed as a sports coach or coach developer as their professional career, they will constantly apply their best endeavours to deliver professional standards that ensure the best interests of the athlete are addressed for their wellbeing, development and performance.

On this foundation, this sports coaching charter is constructed as a set of seven fundamental rights and responsibilities (Dick, FW, 2016). Whereas access to the rights of the coach may have to be negotiated, or the coach may choose the nature and degree of exercising rights, responsibilities are mandatory.

1. Knowledge

The Sports Coach has:

- I. A right to an accessible and coordinated programmes of sports coach education and training
- II. A responsibility to actively pursue continuous personal and professional coach development

2. Qualification

The Sports Coach or Coach developer has:

- I. A right to the recognized, accredited system for sports coaching certification
- II. A responsibility to achieve and maintain a level of certification compatible with the needs of athletes

3. Agreement

The Sports Coach has:

- I. A right to a formal contract with an athlete, club or federation
- II. A responsibility to meet all obligations of their sports coaching role as set out in that contract

4. Compensation

The Sports Coach has:

- I. A right to remuneration for services rendered by a licensed and recognised sports coach
- II. A responsibility to effectively meet agreed performance and development objectives

5. Sports Coaching environment

The Sports Coach has:

- I. A right to a conducive working environment supportive of coaching
- II. A responsibility to ensure that the coaching environment is nurturing and conducive to the optimal learning and development of athletes
- III. A responsibility to contribute to enriching the sports coaching culture of sport and the nation

6. Representation

The Sports Coach has:

- I. A right to belong to the Professional body for Sports Coaching (SASCA)
- II. A responsibility to operate at all times within relevant employment law, sports laws and the coaches code of conduct of their organization, national federation, and the South African Sports Coaches Council

7. Ethical Relationships

The Sports Coach has:

- I. A right to be treated with integrity, fairness and honesty
- II. A responsibility to treat athletes, coaches and officials with respect and integrity
- III. A responsibility to inculcate good sportspersonship among athletes

In the interests of good order, this charter of coaches' rights and responsibilities is herewith agreed by coaches and those with whom they engage services as undersigned.

THE CODE OF CONDUCT

It is the codes of conduct and ethical practices of an individual that define the profession. Hence, the interventions of the Professional body for Sports Coaching SA to build sports coaching and in turn make the sports coaching industry a more professional one. The code of conduct for sports coaching is a framework within which to work and is a series of guidelines rather than a set of instructions, or laws. Professional bodies are responsible to enhance and drive professionalism (Orpen, 2016).

A code of conduct for sports coaching provides guidelines for the professional behaviour of its members. The main purposes of the code are to secure a competent standard of sports coaching and to protect the welfare of all with whom sports coaches or coach developers relate.

The code of conduct also promotes fair and responsible behaviour by sports coaches and or the coach developers towards the athletes or coaches under their care. The primary ethical responsibilities of the professional members is to give their best at all times in order to foster the long-term participant development success of their teams and their individual members and to strive for the highest standards at all levels and disciplines of coaching.

Illegal, unlawful and harmful behaviour toward athletes on the part of a sports coach should not be tolerated by clubs, districts, provinces or federations and should be persecuted with the appropriate means in line with the Sports Coaching SA (SASCA) disciplinary policy. The code of conduct for coaches or coach developers is also available in three other official languages (Afrikaans, Zulu and Sotho).

Only SASCA designated, licensed sports coaches or coach developers will be recognized and supported to train and develop athletes' and sports coaches. Sports coaches and coach developer's membership details will be captured on the database system with their conferred designation from the professional body- as an accredited sports coach or coach developer. This system will provide the basis for on-going communication with the professional body members and the creation of continuous professional development opportunities; further certification and an accreditation to perform ones coaching roles.

A. Key Principles and Focus of the Code of Conduct in Sports Coaching

1. Competence:

Sports Coaches/Coach developers may only use methods and techniques with which they are familiar, skilled and competent and are confident in using within the coaching environment. The Sports coach/coach developer will ensure the attainment and maintenance of an appropriate level of knowledge and skill together with the effective application of that knowledge in providing services to athletes and coaches. Sports Coaches/Coach developers will continue to maintain and improve their professional competence. They shall provide professional services diligently, including the proper planning, supervision, assessment, recording and reporting of the services rendered.

Sports Coaches recognize any limitations in their knowledge and they only provide their services in areas in which they are competent. If they are asked to undertake work in any areas in which they are not competent they will advise that this is the case. They will either refer such individuals to an appropriately qualified coach or they will seek permission to consult such a person on behalf of the individual.

Sports Coaches should welcome evaluation of their work by colleagues and be able to account to performers, employers, National Federations (NFs), sports organizations and colleagues for what they do and why.

2. Continuous Professional Development (CPD)

Sports Coaches/coach developers will seek continuous professional improvement in support of their professional designation and roles. Sports coaches will keep up with current developments in coaching and teaching in support of professional conduct and professionalism. They will at all times only use suitable and age/development phase-appropriate training methods that will benefit athletes, participants/ coaches.

A Sports Coach/Coach developer must ensure that he/she obtains the required Lifelong learning (LLL) points to ensure validity of the sports coach/coach developer membership period. The sports coach/coach developer must at all times display the highest standards and professional conduct in language, manners, punctuality, preparation and presentation. Sports Coaches will under all circumstances display control, respect, dignity and professionalism to all parties involved with their chosen sporting code - this includes stakeholders, opponents, other coaches, officials, administrators, the media, participants, parents and spectators. Coaches will encourage athletes in their care to demonstrate the same qualities, ethical conduct and exemplary behaviour in support of good sportspersonship.

3. Confidentiality

Sports Coaches/Coach developers will not disclose any information acquired in the course of their work, unless they have a legal duty or they are authorized to do so within the sport or legal system. Coaches/Coach developers will not use any such information for their own or any other party's unfair advantage. Sports Coaches/Coach developers will always protect the athletes/coaches privacy by safeguarding any confidential information which they hold in relation to the athletes/coaches affairs to the best of their ability.

Confidentiality does not preclude the disclosure of information about a performer to persons who can be judged to have a right to know. For example:

- I. Evaluation for competitive selection purposes
- II. Recommendations for employment
- III. In pursuit of disciplinary action involving performers within the sport
- IV. In pursuit of disciplinary action by a sports organisation against one of its members
- V. Legal and medical requirements for disclosure
- VI. Recommendations to parents/family where the health and safety of performers might be at stake
- VII. In pursuit of action to protect children from abuse
- VIII. To provide data to researchers who have approval from the relevant sport organisation and ethical clearance from their institution

4. Trustworthiness:

The Sports coach/coach developer has an obligation to inspire trustworthiness in all athletes/coaches. The coach will at all times maintain relevant levels of confidentiality and therefore will deliberate issues relating to athletes/coaches and participants with due diligence. This will include permission for the distribution of specific personal information to third parties.

5. Respect:

A Sports coach/coach developer has an obligation to show respect towards the peers within the sport, reporting channels, organizations and property. Respect towards others includes the demonstration of relevant tolerance within the context of making provision for diversity and the fair and non-discriminatory treatment of all individuals regardless of race, gender, age, religion or political affiliation, language, socioeconomic status, ethnic origin, disability, and to treat other individuals with respect in terms of their rights and dignity.

The sports coach will treat every athlete as an individual with own rights, abilities, potential and needs. The respect of human rights and dignity is a fundamental requirement during all activities of sport at a national and international level. Discrimination of any kind is not permitted amongst the members, with respect to race, sex, religion, ethnicity, philosophical or political belief, or family status. All SASCA members are responsible for providing a safe and secure environment for the athletes, sports coaches as well as the citizens of South Africa. The SASCA members is in a position of trust

with regard to our athletes and sports coaches and citizens and will strive to protect their intellectual, physical, mental, and emotional well-being.

Persons, service providers who have direct and / or regular contact with athletes, sports coaches, staff and administration officials, who have not provided a Criminal Record Check or who have provided a Criminal Record Check which may include a vulnerable Sector Check which has been adjudicated and found to present an unacceptable risk to athletes, sports coaches and / or staff, administrators or who have not provided an acceptable Offence Declaration Affidavit.

Any violation of the physical or intellectual integrity of participants will not be tolerated. All doping at any level is absolutely prohibited. All points contained in the anti-doping code of South African Institute of Drug Free Sport (SAIDS) as well as the code of conduct for preventing competition manipulation is prohibited. The physical, moral, professional or sexual harassment is prohibited.

The sports coach/coach developer will respect the fact that athletes and participants are entitled to seek the opinion, assistance and guidance from third party professionals. The sports coach will at all-times respect the privacy of athletes/coaches and participants. sports coaches will at all-times avoid any form of harassment or abuse (sex, gender, disability) towards the athlete/coach/others. Sports coaches will provide a safe sport environment to their athletes from harassment and abuse, and report on any suspected cases through the appropriate channels of communication and with sensitivity.

5. Caring:

A Sports coach /coach developer will at all times provide clear and constructive feedback to the athletes/coach, and will avoid feedback that is harmful or derogatory. Sports coaches will at all times care for the well-being of athletes and in doing so uphold an obligation and personal responsibility to avoid any form of inappropriate and unwanted intimate contact with athletes/coaches in their care. The Sports coach has a responsibility to ensure that training, equipment and competition requirements meet the abilities of individual athlete and align coaching to the South African Sports for Life framework (SASCOC, 2012). The coach/coach developer will promote, enhance and where required guide athletes/coaches to a healthy life style. It is likewise the responsibility of the coach/coach developer to motivate, encourage explain and promote the lifelong benefits of the South African Sport for Life framework (SASCOC, 2012). The Sports coach/coach developer will lead athletes/coaches toward becoming a holistic individual who is able to take care of him/herself, make personal and sport related decisions, and show responsibility for personal behaviour and performance in all life situations. The Sports coach has the responsibility to consider the needs, input and personal goals and objectives of athletes. The Sports coach/coach developer has the responsibility to consider how to deal with the media in a professional manner that is conducive to maintaining the best interests of the athlete/coach and National Federation. The coach/coach developer will at all-times care for the well-being of the athletes/coaches and/or animals s/he is in charge of.

6. Integrity:

Sports coaches/coach developers will be a person of integrity, honesty and trustworthiness and keep to their personal values in word and action at all times. A Sports coach /coach developer will at no time under any circumstances be open to take any bribes and will at all times discourage any notion of the athlete/coach towards taking bribes or displaying non-sportspersonship-like behaviour. A Sport coach/coach developer will guarantee confidentiality and will keep a high moral standard that has to follow it at all times. The coach/coach developer will act as a role-model within his or her profession, role and national federation/organization, and serve as an ambassador of sport.

Sports coaches/coach developers will at all times follow the guidelines of their national and international federations or organization governing their selected sport. Sports coaches have an obligation to contact their relevant sporting structures for a copy of the current rule book, its constitution, by-laws, relevant policies (eg. anti-doping policy), selection procedures, and other matters impacting on his their role and responsibilities. Coaches/coach developers have an obligation to educate their athletes on anti-doping matters in consultation and compliance with the South African Institute of drug free sport (SAIDS). Applicants to the professional body must upload their Coach True (Coach True | World Anti-Doping Agency) certificate once you have completed the Coach True online questionnaire using the link below;

<https://www.wada-ama.org/.../education-awareness/tools-for-stakeholders/coachtrue>

Sports coaches/Coach developers may under no circumstances resort to abusive conduct within the coaching environment. This includes verbal, physical and emotional methods of abuse. Sport coaches/coach developers have an obligation to be alert to any form of abuse directed toward athletes from other sources while they are in their care. In the event of potential abuse, coaches/coach developers have an obligation to deal with such matters with due diligence and prevent it.

Sports coaches must treat opponents with due respect, both in victory and defeat, and should encourage their performers to act in a similar manner. A key role for a sports coach is to prepare performers to respond to success and failure in a dignified manner. Coaches must accept responsibility for the conduct of their performers and discourage inappropriate behaviour in training, competition, and away from the sporting arena.

7. Fairness:

The Sports coach/coach developer will at all times conduct activities in a manner that is fair to athletes/coaches. The coach/coach developer will provide each athlete/coach with equal opportunities and training times. A Sports coach/coach developer will under no circumstances display discrimination. A Sports coach/coach developer will at all times teach athletes/coaches to be fair (fair-play) to their team-members, fellow athletes and opponents. The coach has a responsibility to refrain from using any unfair and illegal training methods (including performance enhancing drugs). The Sports coach will at all times guard and refrain from allowing any bribery in any form or manner to his person or athletes/coaches under his or her jurisdiction.

8. Responsibility and Diligence

The Sports coach/coach developer has the obligation to give the athlete/ coach the necessary and appropriate opportunities to hone, develop and use their skills and confidence. Sports coaches/coach developers always need to be aware of the levels of responsibility and accountability relevant to their profession. Sports coaches/coach developers are expected to comply with the law and lead by example.

Sport coaches must at all times ensure that sport specific equipment and facilities comply with determined safety standards. Sports coaches must ensure the general welfare of those with whom they interact and that the playing and protective equipment, attire, rules, training and the environment is appropriate for the age and ability of athletes in support of health and safety within the sport environment in line with the specific realities of his or her selected sport. Sports coaches must assume responsibility to ensure that athletes have access to water and are adequately hydrated when working outdoors in the sun. Sports coaches have the responsibility to inform parents about this Code and about their expectations of athletes or participants.

Sports coaches have an obligation to ensure that parents are fully informed and understand the requirements of the sport, and the players in terms of both athletes' participation and performance as well as sporting values. Sports coaches will show appreciation for support given by parents to the game and will enable open channels of communication with parents in order to address and resolve possible problems and concerns

9. Transgression

If a Sports coach/ coach developer is found guilty of transgressing this code of conduct, the matter will be referred to and dealt with by the disciplinary committee appointed by the Professional body for Sports Coaching (SASCA) referred to the disciplinary board of the SASCA. The public is encouraged to contact the Professional body for Sports Coaching SA (SASCA) www.sasca-pb.co.za

10. Police Clearance

All members of SASCA must produce a police clearance from the South African Police Services that is not older than 12 months.

COMPLIANCE ACTIONS AVAILABLE TO THE SASCA BOARD

The Board of SASCA may take disciplinary action against a licensee for violation of the Sports Coaching Charter. The Board is authorized to impose any of the following disciplines singularly or in combination: censure, probation, suspension and revocation.

CENSURE:

This is the least restrictive discipline. The imposition of censure acts as a public reprimand that is permanently kept in the licensee's file.

PROBATION:

The imposition of probation places terms and conditions on the licensee's license. The licensee must comply with the terms and conditions throughout the probationary period, which may extend over 5 years.

SUSPENSION:

The imposition of suspension requires that the licensee cease practicing as a sports coach, a coach developer or a member of the SASCA for a period not to exceed 3 years.

REVOCAATION:

This is the most restrictive discipline. The imposition of revocation mandates that the licensee immediately loses his/her license and may no longer practice as a member of the SASCA. Once a license is revoked, the individual may not apply for relicensing for at least one year from the date of revocation. Upon application, the individual may be relicensed at the discretion of the Board after compliance with all the requirements relative to a new applicant will apply.

The Board of SASCA also has an intervention programme and alternative programme of community service and this may apply to any of the sanctions imposed by the SASCA board.