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## Coaches Code of Conduct

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SWAGA Gym is as a member of Singapore Gymnastics we expect our coaches to adhere to the Code of Ethical Practice for Coaches as it appears on the Singapore Gymnastics website.

### **INTRODUCTION**

Ethics refers to the generally accepted norms of right and wrong behavior, often based on universal values. Ethics is not about legality, nor is it meant to be legalistic.

This Coaches' Code of Ethics set out here has been drawn up by Singapore Gymnastics, with reference to the NROC Code of Ethics for Coaches (Sport Singapore), and is applicable to all SG-COACH (Gymnastics) accredited coaches and SWAGA Gym Coaches to show their commitment to providing quality services and expertise.

### **OBJECTIVE OF POLICY**

Coaches play a critical role in the personal as well as athletic development of their athletes. The following Code of Ethical Practice has been developed with the aim to:

1. Guide coaches in determining appropriate behaviors through the provision of an ethical framework
2. Facilitating the self-regulation of coaching standards of coaches, as well as consumers of coaching services
3. Elevating the status of coaching as a vocation
4. To increase the public's confidence in the coaches.

### **THE THREE PRINCIPLES OF COACH'S CODE OF ETHICS**

Three broad principles form the framework for the coach's code of ethics and are illustrated by a list of key ethical standards related to coaching.

The three principles are:

1. Respect for Individuals
2. Responsible Coaching
3. Integrity in Actions

### **PRINCIPLE: RESPECT FOR INDIVIDUALS**

The concept that each individual possesses an intrinsic value and worth is integral to the principle of Respect for individuals. The coach is called upon to act in a manner respectful of the dignity of individuals.

#### **KEY ETHICAL STANDARDS**

1. Treat and respect everyone equally, regardless of race, language, religion, culture, gender, or physical ability.
2. Recognize that your athletes can contribute in providing positive feedback on training methods and how best performance during training and competition could be optimized. Be a good listener when occasions for such interaction arise.

3. Remember that there is a need for certain information to be kept confidential. Disclosure of such information should only be made with the consent of those who requested confidentiality.
4. Be sensitive to the feelings of your athletes when providing feedback on their training progress and performance during competition. Criticisms, if any, should not be directed at the athlete, instead it should be on your athlete's performance.
5. Direct my observations and recommendations regarding all aspects of gymnastics to the appropriate persons for betterment of the sport.
  - Be constructive in my criticisms and direct comments and observations to the relevant individuals and organizations, to avoid gossip innuendo and malicious comment
  - Respect the efforts of appointed and elected representatives of SG
  - Refrain from public criticism of the sport, officials, staff, or volunteers

### **PRINCIPLE: RESPONSIBLE COACHING**

The principle of Responsible Coaching requires that the coach be competent and that sufficient duty of care to the participants is being exercised such that the participants are not harmed.

It encompasses the concept that risks to the participants are minimized and benefits to their holistic development are maximized.

#### **KEY ETHICAL STANDARDS**

1. Exercise a standard of care consistent with my competence and obligations as a coach and provide a quality service to my athletes and to the sport
  - a. Be responsible for periodically updating your coaching expertise through participation in courses, conferences, and workshops and through information available in resource materials.
  - b. Recognize the limits of your knowledge and collaborate with other qualified practitioners. Where appropriate, refer your athletes to a more qualified coach or specialist.
  - c. Coach within the limits of my competence as a coach
  - d. Maintain or improve my current SG-COACH accreditation
  - e. Seek continual improvement through performance appraisal and continuing coach education
  - f. Honor the responsibilities given to a coach by keeping all relevant qualifications up to date
  - g. Promote and assist in the development of the coaching profession and encourage participation in gymnastics at all levels
2. Prepare well-planned and sound training programs and execute them in a manner that would benefit all your athletes.
  - a. Provide planned and sequential training programs based on the individual developmental needs of athletes
  - b. Ensure activities are suitable for age, experience, ability and fitness of participants
  - c. Modify the training program for injured athletes based on appropriate medical advice when required
3. Advise your injured athlete to seek further medical treatment and suggest an appropriate recovery plan whenever possible. When deciding on your injured athlete's ability to continue training or competing, do take into account his/her future health and general well-being.

4. Ensure that training and competition venues meet with minimum safety standards and that your athletes are properly attired.
5. Encourage, by example, the removal of any form of personal abuse
  - a. Refrain from verbal, physical or emotional abuse
  - b. Be alert to any forms of abuse towards my athletes from other sources whilst they are in my care
  - c. Avoid sexual intimacy with your athlete. Any physical contact with your athletes should be only when absolutely necessary and during appropriate situations.
  - d. Ensure physical contact with athletes is appropriate and necessary for the athletes' skill development
  - e. Ensure spotting methods and philosophy are consistent with established gymnastics principles
  - f. Ensure spotting is used only to facilitate learning or safe performance
6. Put athletes' welfare first, making decisions based on the best interests of my athlete's sporting, education and vocational careers
  - a. Show concern for the health, safety and welfare of athletes and colleagues
  - b. Acknowledge the individual talents and potential of athletes
  - c. Maintain a balanced emphasis of sporting involvement within educational and career objectives

#### **PRINCIPLE: INTEGRITY IN ACTIONS**

The principle of Integrity in Actions challenges the coach to act with uprightness, wholeness and coherence. Coaches are expected to be honest, principled and honorable.

#### **KEY ETHICAL STANDARDS**

1. Be honest and sincere when communicating with your athletes. Do not give false hopes to your athlete.
2. Inform a fellow coach if and when you are working with their athletes.
3. Your coaching qualifications and experience should be accurately represented, both in written and verbal form.
4. Abide by the rules of your sport and respect your opponents and those in positions of authority.
  - a. Abide by the rules of SG as set forth in its constitution and policies.
  - b. Use the established procedures for challenging a competitive result, contesting a team selection decision, complaining about the conduct of another member.
  - c. Abide by the regulations of the SG anti-doping policy, ADS and WADA
5. Adopt a professional attitude and maintain the highest standards of personal conduct. It should encompass your mannerism, dress and language to project a favorable image of gymnastics and coaching.
6. Exercise self-awareness and evaluate how your values and actions influence your coaching activities positively or negatively.

#### **PRIVACY STATEMENT**

In respect of any personal data (as defined in the Personal Data Protection Act 2012 of Singapore ("PDPA")) that you may provide or that we may collect in connection with the provision of services to you (including to facilitate membership application and approval) and to the extent that your consent is required under law, you agree and consent that we (together with our service providers and third parties appointed by us on your behalf) may collect, use, disclose and process such personal data for the purposes identified in our



personal data policy, available at <http://www.singaporegymnastics.org.sg/> or on request ("PD Policy").

If you provide us with any personal data relating to a third party, by submitting such personal data to us, you also represent to us and must ensure that you have notified the third party of the terms of the PD Policy and obtained his consent thereto.

### **CHANGES TO THE POLICY**

SWAGA Gym is committed to ensuring all policies are up-to-date and reflect current practices.

Changes to this policy may be submitted by SWAGA Gym Directors for review and approval. Once a change has been approved, the policy will be updated and posted on the SWAGA Gym website.