



Code of Conduct for Leaders and Coaches

The term 'Leader' refers to all members of team management, medical personnel and support staff. The term 'Parent' refers to parents and carers inclusively.

As a member of TeamNI, it is important that you:

- Are familiar with, and implement, our Safeguarding Policy.
- Report any concerns about, or allegations of, abuse or poor practice to a Designated Officer
- Listen to any concerns expressed by parents or young people.
- Consider your behaviour – do not engage in any behaviour that constitutes, or could be regarded as, any form of abuse or poor practice.
- Respect your position of trust and maintain appropriate boundaries and relationships with young people. While in a 'Position of Trust', engaging in sexual behaviour with a team member under 18 will mean immediate suspension from TeamNI and possible referral to statutory agencies.
- Keep professional and/or coaching qualifications up to date.
- Provide the NICGC with evidence of appropriate safeguarding training. This must be carried out within the three-year period prior to the Closing Ceremony of the Games being attended.
- Comply with vetting procedures as contained within the Safeguarding Policy.
- Respect young people's trust and rights, whilst being honest and open with them.
- Support the rights contained within the Declaration on Sport and Human Rights.
- Operate in accordance with the WADA Code and the Major Games Anti-Doping Policy.
- Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst young people.
- Lead by example when it comes to good sportsmanship, positive behaviour and commitment to TeamNI.
- Recognise the role of the Chef de Mission and General Team Managers.
- Develop positive relationships with parents and other relevant supporters of athletes who are in your care.
- Adhere to the NICGC/CGF social media policy.
- Promote the ethos and values of the Commonwealth Sport movement.
- Make TeamNI a welcoming environment for all.



As a member of TeamNI, we understand that you have the right to:

- Enjoy your time with the team and be supported in your role.
- Be provided with all relevant information regarding our Safeguarding Policy and reporting procedures.
- Be offered appropriate training to ensure that you can perform the tasks required.
- Be listened to.
- Be respected and treated fairly by us and the Games organisers.
- Feel welcomed and valued.
- Be treated in accordance with the Declaration on Sport and Human Rights.
- Be protected from any form of harm or abuse from other team members, parents, spectators etc.
- Be supported in the resolution of any conflicts that may arise.

We expect all Leaders and Coaches to follow the behaviours and requests set out in this code. Breaches of the code will be managed by the Senior Team Management. If you feel that the NICGC is in breach of the code, a complaint should be raised with any NICGC Board member.

Serious or repeated breaches of the code may result in your removal from TeamNI.

Printed name of Leader/Coach	
Signature of Leader/Coach	
Date signed by Leader/Coach	
Printed name of NICGC representative	
Signature of NICGC representative	
Date signed by NICGC representative	