CODE OF CONDUCT

BLOSSOMFIELD TENNIS CLUB, SOLIHULL

FOR COMMITTEE, COACHES AND ALL MEMBERS

BLOSSOMFIELD CLUB TENNIS SECTION
WIDNEY LANE
SOLIHULL
B91 3JY

Blossomfield Code of Conduct

This document is intended for use by all members of Blossomfield Tennis Committee and other section volunteers. Those members who are also LTA Accredited Coaches, must abide by the LTA CODE OF ETHICS AND CONDUCT FOR ACCREDITED TENNIS COACHES AND ASSISTANTS, which can be found in Appendix A of this document.

All members of staff and volunteers agree to:

- Prioritise the well-being of all children and adults at risk at all times
- Treat all children and adults at risk fairly and with respect
- Be a positive role model. Act with integrity, even when no one is looking
- Help to create a safe and inclusive environment both on and off court
- Not allow any rough or dangerous behaviour, bullying or the use of bad or inappropriate language
- Report all allegations of abuse or poor practice to the club Welfare Officer
- Not use any sanctions that humiliate or harm a child or adult at risk
- Value and celebrate diversity and make all reasonable efforts to meet individual needs
- Keep clear boundaries between professional and personal/business life, including on social media
- Be aware of their position, power and influence and be mindful of expressing personal views that others may feel are inappropriate
- Not to use their position of influence to promote any external business interests or services from which they may receive financial or other reward

- Have the relevant consent from parents/carers, children and adults before taking or using photos and videos
- Refrain from making physical contact with children or adults unless it is necessary as part of an emergency or congratulatory (e.g. handshake / high five)
- Refrain from smoking and consuming alcohol during club activities or coaching sessions
- Ensure roles and responsibilities are clearly outlined and everyone has the required information and training
- Avoid if possible being alone with a child or adult at risk unless there are exceptional circumstances
- Refrain from transporting children or adults at risk, unless this is required as part of a club activity (e.g. away match) and there is another adult in the vehicle
- Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such
- Not have a relationship with anyone under 18 for whom they are coaching or responsible for
- Not to have a relationship with anyone over 18 whilst continuing to coach or be responsible for them.

Appendix A

LTA CODE OF ETHICS AND CONDUCT FOR ACCREDITED TENNIS COACHES AND ASSISTANTS

LTA Accredited+ & Accredited Coaches and Coaching Assistants are deemed to be bound by, and to have accepted, this Code of Ethics and Conduct. This sets out responsibilities to tennis players and parents, to coaching and other colleagues, to the LTA as their National Governing Body, to their coaching employer and to society.

LTA Accredited+ & Accredited Coaches will adhere to the following Code of Ethics and Conduct:

1. Always put your players' best interests at the centre of everything you do.

2. Treat players with respect at all times. Be honest and consistent with them.

3. Treat all players fairly regardless of (but not limited to) athletic potential, socioeconomic status, age, disability, ethnicity, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity status, religion/belief or sexual orientation.

4. Encourage all players and fellow coaches and assistants to have respect for one another.

5. Encourage players and other coaches and assistants to develop and maintain integrity.

6. Prepare players to respond to success and failure in a dignified manner.

7. Respect the confidentialities of players/parents/official as appropriate.

8. Clarify in advance with players/parents/employers the number of sessions, fees, method of payment; explain expected outcome and progression from the coaching or sessions.

9. Be sensitive to your players' self-esteem when providing constructive feedback to players.

10. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.

11. Involve the players in decisions that will affect them.

12. Recognise players' rights to consult with other coaches and advisers. Co-operate fully with other specialists (eg sport scientists, doctors, physiotherapists, etc).

13. When asked to coach a player, ensure that any previous coach/player relationship has been ended by the players/others in a professional manner.

14. Be acutely aware of the power that coaches and coaching assistants develop over players in the coaching relationship and avoid any intimacy (sexual or otherwise) with players.

15. Avoid situations with players that could be construed as compromising and actions that others could perceive inappropriate.

16. Actively discourage the use of performance enhancing drugs or any illegal substance.

17. At all times act as a role model by maintaining the highest standards of personal conduct and projecting a favourable image of tennis and of coaching at all times.

18. Accept and respect the role of Officials in ensuring that competitions are conducted fairly and according to the rules.

19. Ensure that qualifications and affiliations to associations are not misrepresented.

20. Following completion of your criminal record check, report any alleged criminal offence police, investigation, court case or social care investigation to the LTA at the earliest opportunity.

21. Know and abide by tennis rules, regulations and standards and encourage players to do likewise.

22. Know and abide by the LTA's Anti-Doping Programme. Any breach of the LTA's Antidoping Programme will be deemed a breach of this Code of Ethics.

23. Know and abide by the terms of the Uniform Tennis Anti-Corruption Programme. Any breach of the Uniform Tennis Anti-Corruption Programme will be deemed a breach of this Code of Ethics.

Any breach of any of the provision(s) of this Code of Ethics and Conduct by an Accredited+ Coach, Accredited Coach or Accredited Coaching Assistant shall constitute a breach of the Rules of LTA Coach Accreditation+ or of the Rules of LTA Accreditation as applicable and shall be dealt with under the procedures as set out in those Rules.

This code of conduct is part of the full LTA Disciplinary Code
https://www.lta.org.uk/48d01c/siteassets/about-lta/file/lta-disciplinary-code-jan-2025.pdf

This policy is reviewed every three years (or earlier if there is a change in national legislation).

Chairperson: Graham Parry Date: 27 January 2025

Welfare Officer: Deb Morton Date: 27 January 2025