

PeteWilbyTriathlon Code of Practice

PeteWilbyTriathlon provides coaching, teaching, training and endurance-sport activities with the aim of helping people develop, enjoy their sport and achieve their goals in a safe, positive and supportive environment. The approach is summarised by the business subheading: **“Coaching using a holistic perspective to help people excel.”**

Our Code of Practice sets out the standards expected of everyone involved in PeteWilbyTriathlon activities and is based around three key principles: **relationships, rights and responsibilities**.

Relationships

PeteWilbyTriathlon aims to build positive relationships based on trust, respect, honesty and good communication.

Coaches, teachers, staff and volunteers should:

- Treat every participant as an individual.
- Be friendly, approachable, respectful and professional.
- Communicate clearly and honestly.
- Recognise different abilities, experiences, goals and needs.
- Encourage participants and help them develop confidence and independence.
- Maintain appropriate professional boundaries, particularly when working with children and young people.
- Listen to feedback and concerns and respond appropriately.
- Never engage in bullying, discrimination, harassment or inappropriate behaviour.

Participants should also treat coaches, staff, volunteers and other participants with respect.

This supports relationships by creating an environment where people can enjoy their sport safely, learn, develop and feel comfortable communicating with those around them.

Rights

Everyone involved in PeteWilbyTriathlon has the right to:

- Be treated fairly, with dignity and respect.
- Feel welcome and included.
- Participate without bullying, harassment or discrimination.
- Receive appropriate coaching, teaching, supervision and safety provision.
- Have their individual abilities and needs recognised.
- Have their privacy and personal information respected.
- Ask questions and express concerns.

- Stop or withdraw from an activity if they feel unsafe or uncomfortable.
- Have concerns taken seriously.

Children, young people and adults have the right to appropriate safeguarding and protection. Any safeguarding concern must be dealt with in accordance with the PeteWilbyTriathlon Welfare and Safeguarding Policy and, where appropriate, relevant governing-body and statutory procedures.

This supports rights by recognising that everyone taking part should be safe, respected, listened to and given a fair opportunity to participate and develop.

Responsibilities

Rights come with responsibilities, and everyone involved has a part to play in creating a safe and positive environment.

PeteWilbyTriathlon coaches, teachers, staff and volunteers should:

- Put participant welfare and safety first.
- Work within their qualifications, experience and competence.
- Plan and deliver activities appropriate to the participants and environment.
- Follow relevant risk assessments, safety procedures and safeguarding requirements.
- Maintain appropriate professional boundaries.
- Provide clear instructions and communicate relevant risks.
- Use equipment appropriately and check that it is suitable for the activity.
- Report accidents, incidents, safeguarding concerns and unsafe practices appropriately.
- Be open to feedback and reflect on their own practice.
- Maintain appropriate training and continuing professional development.
- Act as positive role models.

Participants should:

- Treat other participants, staff, coaches and volunteers respectfully.
- Follow reasonable instructions provided for their safety and the safety of others.
- Provide relevant information that may affect their ability to participate safely.
- Use facilities and equipment appropriately.
- Ask for help or clarification when needed.
- Raise concerns when something does not feel right.
- Behave in a way that does not unnecessarily put themselves or others at risk.

Parents and guardians also have a responsibility to provide relevant information about children in their care, follow organisational procedures and support appropriate standards of behaviour.

This supports responsibilities by recognising that safety, welfare and a positive environment are shared responsibilities. PeteWilbyTriathlon has a duty to provide

appropriate coaching, teaching and organisation, while participants also have responsibilities towards themselves and others.

Our Code in Practice

PeteWilbyTriathlon's Code of Practice can therefore be summarised through three connected principles:

Relationships — treat people with respect, communicate openly and maintain appropriate boundaries.

Rights — everyone has the right to be safe, included, listened to and treated fairly.

Responsibilities — everyone has a role in maintaining a safe, respectful and positive environment.

Together, these principles support the key PeteWilbyTriathlon values of:

- Keeping Training Healthy.
- Providing a relatable service.
- Keeping things in perspective and reflecting to learn.
- Continuing to develop as an organisation.

These principles support the PeteWilbyTriathlon philosophy of considering life above all else. In turn, this helps ensure that participant health, resilience, welfare, enjoyment and development remain central to everything we do in endurance training.