

# GBR COACHES CODE OF CONDUCT

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## 1. PURPOSE OF DOCUMENT

This document outlines the BF code of conduct for coaches of British athletes selected to compete at nominated Cadet EFCs, Junior World Cups, Senior World Cups, and all European and World Championships (Cadet, Junior, Senior, U23s).

The code of conduct exists to ensure that all GBR athletes experience a consistent minimum set of behavioural standards from all coaches that travel in support of one or more members of the GBR squad. It applies to coaches in addition to the other BF Codes of Conduct.

This code of conduct also contains the expectations on coach behaviours as set out in the FIE rules, and the custom and practice that is enforced at international level. Coaches that travel to supporting GBR athletes are responsible for upholding the reputation of British Fencing supporting the maintenance of positive relationships with FIE, EFC international referees and international competition organisers.

## 2. APPLICATION

This code of conduct applies to all international events where coaches are permitted to travel as part of the GBR squad, either in the capacity of a squad, team or accredited personal coach role. This includes (at U17, U20, U23 and Senior level) all European and World Championships, World Cups, Grand Prix, Satellites, EFC cadet and U23 circuit events.

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This code of conduct forms part of the British Fencing Codes of Conduct. Breaches of this code of conduct fall to be dealt with under the British Fencing Disciplinary Code.

Not all events are permitted to have personal coaches present and for more information please see the relevant event page on the BF website.

All coaches who have permission from BF to travel and/or coach an athlete who is part of the GBR Squad must abide by this Code of Conduct, which will be applied and enforced at all times.

All personal coaches travelling to FIE World Cup, Grand Prix and Major Championships competitions (at U17, U20, U23 and Senior) must have, in advance, authorisation from British Fencing to travel with and/or coach an athlete selected as part of the GBR Squad.

This authorisation may be granted for one competition, or for a season at the discretion of BF. Breaches of this code of conduct may result in authorisation being suspended and/or removed.

Any coach not prepared to accept and abide by this Code of Conduct will not be allowed to travel with and/or coach an athlete that has been selected as part of the GBR Squad. Any coach making the decision to travel to coach will be deemed to have accepted this Code of Conduct.

### 3. MINIMUM STANDARDS

#### All coaches must

- be on the BF Coaches Register or in the case of coaches based abroad, the equivalent National Federation Register (if one exists) and the BF International Coaches Register.
- abide by BF policies and at all times act in accordance with the BF Codes of Conduct and the BF Coaches Code of Conduct
- have a valid (dated in last three years) UKAD Coach Clean
- be a member of British Fencing (supporter member is sufficient)
- undertake any required safeguarding training.
- be qualified to a Level 2 standard or equivalent if providing individual warmup lessons as part of their activities.
- have the relevant EFC/FIE or FIE coach licence.

### 4. ALL EVENTS

#### All coaches, all events

- Should always uphold the core values of British Fencing – Honesty, Excellence and Respect.
- Are expected to display consistently high standards of behaviour and appearance.
- Are expected to be ambassadors for the sport and for BF, setting a positive example to the athletes.
- Should support and coach their fencers in an appropriate manner and should not act in any way detrimental or distracting to any other member of the GBR Squad.
- May not coach against a GBR fencer (whether the GBR fencer is fencing another GBR fencer, or a fencer from another nation).

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- Should remain neutral in the event that two GBR fencers are drawn against each-other at any stage of any GBR representative event. Specifically no team coaches or personal coaches will give advice or support to either party, and all coaches will maintain neutrality.
- Are expected to cooperate in a positive, productive and supportive manner with any GBR Team Manager or Leader and any official GBR Squad/Team/Accredited (including personal) coaches.
- Are expected to engage in (reading and responding to) communications with BF through the BF official channels, reading BF news posts, relevant areas of the website (GBR section), reading and answering emails/official Whatsapp messages and reaching out with any questions.
- Are considered to be a part of the GBR Squad, and as such are subject to the authority of any appointed Team Manager/Leader and/or National Coach of the GBR Squad during the relevant event.
- Will attend briefings, debriefings and other meetings as reasonably requested by the National Coach/Team Leader/Team Manager
- Adhere to the rules and policies put in place from time to time for the safeguarding and welfare of athletes. This includes the policy that all TeamGB events and all U17, U20 and U23 events have a strict zero alcohol and zero smoking policy between the defined entry and exit points.
- Should wear appropriate GBR kit. For major events see below, for other events if they own one, wear a GBR tracksuit, otherwise wear appropriately neutral kit (ie no other nationality or sponsors logos). Non-ADP Coaches are welcome to purchase the kit from the BF Kukri Range, ADP Coaches will have access to the ADP Coach Range.
- If there is no officially appointed BF Squad/Team Coach, an accredited personal coach may volunteer to act as the team coach for the team competition. This offer should be made in advance to BF.
- Should not share rooms with athletes (unless there are specific care needs agreed with the BF Safeguarding Lead), athletes are expected to share with other athletes.

### Personal Coaches

- If personal coaches wish to attend and be treated as part of the GBR Squad (e.g. stay in the squad hotel, included in squad meals/meetings etc.), accreditation/consent MUST be obtained from BF in advance of the competition. BF retains the right to refuse approval for personal coaches to join the squad on the basis of disciplinary record, safeguarding and ability to work constructively with appointed officials (including any appointed Squad Coach and other personal coaches) within the BF Codes of Conduct.
- If an accredited personal coach is coaching in support of another athlete from another country (excluding major events, see below), no GBR kit should be visible (GBR Squad/Team coaches are not permitted to coach athletes from other countries).

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- Must ensure that they have appropriate travel insurance which covers them for acting in a professional capacity even if they receive no re-numeration. (NB past claims have been refused where coaches have bought 'holiday' cover).
- BF will not be liable for any costs incurred by a personal coach, including costs committed to on the assumption that approval to accompany a squad or athlete will be granted.

### 5. MAJOR EVENTS - ADDITIONAL EXPECTATIONS

Major Events are the opportunity for British Fencing to deliver on our athlete development and performance goals. These environments are different from the qualification competitions.

BF receive funding to support major events and within this there is an expectation that BF ensures a performance environment is created to support major event success with a long-term objective of Olympic success.

Many of these expectations are common across sports, common across major fencing nations and are designed to help coaches prepare for the additional requirements should they wish to accompany athletes in the future to events (such as European and Olympic Games) where the accreditation and polices will be mandated by TeamGB.

Not all personal coaches can be accredited for major events, and there should be no expectation from athletes, parents or coaches that any selected athlete will automatically be able to have their personal coach accredited.

Where athletes are aiming for Major Events, it is expected that personal coaches (with the support of parents) work with athletes and ADP coaches throughout the season (e.g. at ADP camps and qualifying competitions) to ensure that the athlete develops the resilience to attend and compete without the presence of their personal coach.

#### **All coaches (National, Squad and Accredited personal coaches):**

- Must respect the authority and work under the instruction of the Chef de Mission, Team Manager and Lead Coaches at all times.
- Must have a set of personal behaviours aligned with a performance coach.
- Must be able to operate in as part of a performance team with other performance coaches.
- May not coach athletes from other nations at any time during the event.
- Must wear designated GBR kit whilst in the official venue or acting as part of the GBR Squad. Coaches 'in the box' for DE matches must wear the full designated tracksuit (no shorts) and trainers (no flip flops/open toe shoes). Please note that a minimum standard of dress is being commonly enforced at by competition organisers.
- Must follow the Field of Play and piste-side coaching rules set out by competition organisers, in accordance with the accreditation granted. Noting that for poules, coaches are not

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permitted in Field of Play, and for DE matches one coach is permitted in the Field of Play and they are expected to remain in a designated area. Note that it is becoming common practice for competition organisers/referees to expect coaches to remain seated at the end of the piste.

- Must attend pre-event briefings
- Must attend team activities (eg team meals, training sessions at championships etc.) as reasonably requested by the National Coach/Team Leader/Team Manager.
- Are expected to stay in the team hotel and join in any group activities as may be arranged e.g. squad meals (at own personal cost) etc.
- May choose to travel on the same flights as other officials and athletes, taking advantage of any organised group transport where that exists, based on availability.
- Are expected to have an individual documented plan which covers not only competition day but their preparation (attendance at pre-competition briefing, pre-comp camps or training day)
- Engage in a review of run-sheets in advance of the event and abide by them. (Run sheets will include training times, meeting times etc)
- Are expected, when asked, to input into reports of medal success in accordance with the social media publication timescales (in the event of medals, quotes from athletes/coaches are expected to be provided prior to medal ceremonies, longer reports within 24 hours)
- Are expected to have a written coaching development plan or Coaching Health Check  
Contribute content to the Championship reports by the deadline set by the weapon lead/Chef de Mission
- UK based coaches are expected to have a Level 3 BF qualification or assessment (no equivalents accepted) and working towards a Level 4 qualification.

In addition to the above, personal coaches:

- Must apply in advance for accreditation from British Fencing and pay any associated fees.
- Must be nominated by the athletes they wish to coach (and parents if athlete is U18).
- Must have attended relevant competitions with the selected athletes through the season.
- Must be actively involved in managing a documented IADP with the athlete/s they are coaching at the event.
- Must arrive in country at least one full day before the event. This is to allow coaches to be part of the planned preparation training and team briefings, and to ensure that the impact of disrupted coach travel plans is minimised.

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- Are expected to inform BF of their wish to travel (subject to athlete selection) as early as possible in the season (this allows any gaps in the requirements to be addressed early in the season, rather than in the weeks just before a major event).
- Are expected to stay at the team hotel.
- Must attend the daily squad meetings.

**Accreditation from other nations:** Coaches that are accredited by other nations will **not** be allowed in the box during the DE's to support GBR fencers.

**Funded athletes:** In the event that a **funded programme athlete** invites their personal coach to attend a **nominated event** with them in the role as a personal coach, then the personal coach will, if required, accede jurisdiction over the performance and participation of the athlete to any BF appointed ADP Coach (if present) for the duration of that event. (NB It is expected that in practice the ADP Coach and personal coach will collaborate on the performance of an athlete, but as the ADP Programme is a funded programme with performance targets, the ADP Coach will have accountability for achieving these targets).

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