

Code of Conduct for Coaches

As a Pony Club Coach, you play a key role in providing Members with positive and fun experiences with The Pony Club from recreational participation through to high level competition, offering great opportunities to enhance Members' knowledge in horse management and riding, and supporting Members both in mounted and unmounted activities. You also have an influential role for Members to continue in equestrian activity and achieve their potential.

The Code of Conduct for coaches and trainers is built on the principles of integrity, honesty, fair play and respect. These principles are fundamental to The Pony Club and apply to all levels of ability and commitment, with the well-being of Members and the welfare of the horse or pony at their centre.

Core Values

The core values that should be demonstrated by all involved in equestrian activity include:

Performance: That you will strive to be successful in all of your endeavours and to deliver high standards in every session you coach.

Partnership: That you will collaborate and find solutions to shared issues and are open and honest at all times with fellow coaches in order to continually improve your knowledge and to the members that you coach.

Professionalism: That you will remain objective and professional at all times, and act with integrity in an ethical way and treat everyone with respect.

Passion: You will be passionate in all your endeavours, working with others to the benefit of members and their horses / ponies.

Code of Conduct

As a Coach, whether you are fully accredited, a Volunteer, an assistant or a trainee, you must:

- Keep yourself safe and be aware of your safeguarding responsibilities. Report any concerns of abuse or poor practice / conduct to the Club Safeguarding Officer immediately.
- Ensure your certification (and accreditation where appropriate) remains up to date as necessary in accordance with Coach Requirements, including disclosure checks, safeguarding, first aid and continuing profession development (CPD).

- Inform the District Commissioner / Centre Proprietor and the Central Safeguarding Team (at The Pony Club Office) immediately if accused, investigated or convicted of an offence in order that appropriate measures can be taken to safeguarding the children and adult concerned.
- Maintain confidentiality about sensitive information.
- Always conduct yourself in an appropriate manner, either face to face or when using social networking sites or technology.
- Be a positive role model displaying a consistently high standard of behaviour, appropriate appearance and punctuality, and lead by example.
- Be positive, approachable and offer praise to always promote the objectives of The Pony Club.
- Be friendly, supportive and show respect to all Members, other Coaches, Officials, Volunteers, Staff and Parents /Persons with Parental responsibility, whether at your Branch/Centre or another.
- Promote the physical and emotional well-being of all Members and horses / ponies in line with the Equine Welfare Policy.
- Consider the wellbeing and safety of members before the development of your own performance.
- Treat all Members fairly and equally, praising as appropriate and ensuring that they feel valued.
- Have no favourites and discourage unfair competition.
- Develop appropriate working relationships with Members based on mutual trust and respect for all Members to build their confidence and self-esteem.
- Encourage Members that taking part, learning and showing good sportsmanship is of the utmost importance and promote that participation in sport is for fun.
- Encourage and guide members to accept responsibility for their own performance and behaviour.
- Establish and address the additional needs of any Members or other adults at risk.
- Ensure all activities you organise are appropriate for the Member's ability, age and maturity, and for the capabilities of their horse / pony.
- Seek to inspire and motivate in accordance with a member's abilities.
- Take time to explain any decisions or instructions to members to ensure that they understand clearly what you are asking of them and ensure parents / guardians of members under 18 understand these expectations too.
- Actively involve parents / persons with parental responsibility (for Members under 18) throughout all stages of a member's training and ensure you have permission for all activities.

- Provide positive verbal feedback to Members in a constructive and encouraging manner at all times.
- Refrain from being rude, violent or aggressive, using foul or abusive language, being discriminative, bullying or other inappropriate behaviour. Encourage Members to do the same. Address any inappropriate behaviour where necessary.
- Refrain from smoking, drinking alcohol or taking any other inappropriate substance during Pony Club activities.
- Do not engage in or condone unsportsmanlike behaviour or rule violations.
- Do not abuse Members sexually, physically or emotionally. This includes verbal abuse or abuse via social media.
- Do not punish or belittle Members for making mistakes, place Members under pressure or push them into sports or equestrian activities they do not want to or are not comfortable doing. Instead, you should support Members' involvement with equestrianism.
- Never use sanctions that humiliate, harm or put members or others in danger.
- Do not criticise Officials, other Coaches, Volunteers, Staff, Members or Parents / Persons with Parental responsibility in person, on social networking sites or by the use of text messages / emails.
- Be aware that it is unacceptable, and may be considered a possible assault, to photograph or video an injured person.

It is recommended that Coaches have a nationally recognised coaching qualification.

Failure to abide by the Code

Any minor misdemeanours and general misbehaviour should be dealt with immediately. In the first instance, this should be verbally reported to the appropriate person, with the report followed up in writing afterwards. Serious or persistent breaches of the Code of Conduct will result in disciplinary action and could lead to dismissal from The Pony Club. The disciplinary procedure will be followed and can be found on The Pony Club website. A dismissal may be appealed.

Coach Name Pelham Number

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Signature of Coach