

Triathlon Ireland Code of Conduct for Coaches & Tri Leaders

The coaches and leaders within our triathlon community play a pivotal role. The work that they carry out is guided by safeguarding protocols and best practice, whilst also recognising that they are entitled to obtain a healthy sense of achievement and satisfaction through their involvement in our sport.

A Coach/Tri Leader must take full responsibility for their actions. A Coach/Tri Leader must read this code of conduct and agree to comply fully with the points set out below. Any breach of this code of conduct could result in being subject to disciplinary action by Triathlon Ireland and could jeopardise future participation in the sport.

- Professionalism: Coaches should maintain a high level of professionalism in all interactions with athletes, fellow coaches, officials, and other stakeholders during Triathlon Ireland activities.
Sessions should be planned, prepared and delivered in an athlete centred environment. Qualification should be complete and up to date.
Coaches and Leaders should not consume alcohol or smoke (cigarettes or e-cigarettes) at Triathlon Ireland activities and events.
- Safety: Coaches should prioritise the safety and well-being of their athletes at all times, ensuring that training sessions are conducted in a safe environment and that appropriate safety measures are in place.
- Ethical Behaviour: Coaches should adhere to the highest standards of ethical behaviour, including honesty, integrity, transparency and fairness in all dealings with athletes and others involved in the sport.
Coaches/Leaders should not allow or make sexually suggestive comments to or about a child including innuendo, flirting or inappropriate gestures and terms.
Coaches/Leaders should not communicate directly with under 18 athletes via any online messaging platform including email.
- Respect: Coaches should treat all athletes with respect and dignity, regardless of their age, civil status, disability, family status, gender, housing assistance payment, membership of the traveller community, race, ethnicity, religion, sexual orientation and gender expression and identity. (Statement from the Equal Status Acts, IHREC.)
- Confidentiality: Coaches should respect the confidentiality of information shared by athletes and refrain from disclosing any personal or sensitive information without the athlete's consent. This does not apply to child protection concerns which should be shared with the appropriate parties only, as outlined in the Triathlon Ireland reporting policy.
- Conflict of Interest: Coaches should avoid situations where their personal interests conflict with the best interests of their athletes, and should disclose any potential conflicts of interest to the appropriate parties.
- Continuing Education: Coaches should actively seek opportunities for professional development and continuing education to enhance their coaching knowledge and

skills. Also, to participate in relevant training and development opportunities, such as cultural competency training and anti-bullying awareness education.

- Safeguarding requirements: Safeguarding 1 / Safeguarding Children and Young People in Sport must be completed every 3 years and a signed code of conduct completed annually is also required as a minimum requirement.
- Compliance with Rules and Regulations: Coaches should familiarise themselves with and comply with all relevant rules, regulations, and policies governing the sport of triathlon.
- Positive Role Modelling: Coaches should serve as positive role models for their athletes, demonstrating good sportsmanship, integrity, and respect for the rules and spirit of the sport.
- Feedback and Improvement: Coaches/Leaders must actively seek feedback from participants, colleagues, and stakeholders, and use this feedback to continuously improve their coaching or leadership skills and practices
- All members of Triathlon Ireland are expected to uphold a respectful and responsible presence on social media. This includes refraining from posting or sharing content that is offensive, discriminatory, defamatory or otherwise harmful to the reputation of the organisation, its members or the wider community. Members should avoid engaging in online arguments, bullying or harassment and must respect the privacy of others at all times. Any use of the organisation's name, logo or images must be authorised and in line with official guidelines. By maintaining a positive and professional online presence members contribute to a safe and supportive sporting environment for everyone.

In addition to the above and in order to act as a role model and to promote their safety and the safety of young people, sports coaches / leaders who are working with young people should:

Create a safe and enjoyable environment for children by:

- Planning, preparing and delivering an athlete centred environment with relevant developmental consideration of all juniors
- Being positive during sessions.
- Making sure all levels of participation should be enjoyable and fun.
- Prioritising skill development and athlete personal satisfaction over highly structured competition
- Setting age appropriate and realistic goals
- Avoiding favouritism – each child will need attention according to their sporting needs
- Praising and encouraging effort as well as results. Everyone learns in different ways and at a different pace
- Showing respect for all involved, children and adults. Respect their rights, dignity and worth
- Ensuring safety and enjoyment is the number one priority for all
- Acting quickly and appropriately if any form of bullying is identified
- Reporting any concerns in accordance with Triathlon Ireland's policies

- Always operating within the rules of triathlon
- Co-operating with recommendations from medical and ancillary practitioners in the management of a child's medical or related problems
- Acknowledging the use of drugs, alcohol and tobacco is incompatible with a healthy approach to sporting activity and must be discouraged

Coaches / Leaders should never:

- Allow or engage in bullying behaviour, rough physical games, sexually provocative games
- Allow or engage in inappropriate physical contact of any kind or make sexually suggestive comments about or to a child
- Shout at or berate any child taking part in club activities or events.
- Undermine the recommendations from medical and ancillary practitioners in the management of a child's medical or related problems.
- Carry out any medical testing or give advice of a personal or medical nature if not qualified to do so or undertake any form of therapy (hypnosis etc.) in the training of children. Any such activity, if qualified, must only be with parent/guardian consent and the understanding of the child
- Keep any information in relation to a junior of a personal or medical nature unless the welfare of the child requires the passing on of this information
- Exert undue influence over a participant in order to obtain personal benefit or reward
- Use alcohol smoke or use e cigarettes whilst responsible for young people e.g. training sessions, events and on trips with young people.
- Responding and reporting
 - If a child or young person shares their concerns with a coach, the coach should listen, stay calm, not make judgements or false promises and will in a timely manner inform the Club Children's Officer.
 - A coach should report any concerns, accidents or incidents to the club Children's Officer, Event Safeguarding Lead or where this is not possible the Triathlon Ireland National Safeguarding lead.
 - A coach should self report any poor practice that occurs while coaching.

By adhering to this code of conduct triathlon coaches can help ensure the well-being and success of their athletes while upholding the integrity of the sport.

[Triathlon Ireland safeguarding contacts](#)

[Safety Guidelines for Adult Club Sessions](#)

[Safety Guidelines for Junior Club Sessions](#)