

Policy Considerations

There are a number of different policies covering a wide range of subjects that may be appropriate for you to think about as a coach; some may be a legislation requirement, whilst others may help to build a strong framework of understanding and protection around your sporting delivery. Only you know what you do and how you do it, and the policies you have will help to make it clear what you stand for and how you will act.

National Governing Bodies (NGBs) or sports organisations will have their own policies and procedures that will be specific to the physical activity or sport and their in-depth knowledge of legislation and best practice. Your policies and procedures should reflect theirs and adhere to the same guidelines and principles.

When creating policies, they should include the aim of the policy, the date the policy will come into force, how it will be monitored and reviewed, be clear about what is expected, and be accessible to all that need to understand and adhere to them.

Equality, Diversity and Inclusion Policy	<p>This policy will define:</p> <ul style="list-style-type: none"> • Your stance on the rights of everyone to be involved in your activity. • The importance of diversity and inclusion to you in all aspects, from participation to recruitment. • How you will actively prevent discrimination of any kind from your delivery. • Your expectations of your participants, parents or carers, coaches and other staff and members in relation to equality, diversity and inclusion. • The consequences of breaches of the policy.
Safeguarding Policy	<p>This policy will define:</p> <ul style="list-style-type: none"> • Your commitment to, and stance on, safeguarding. • The procedure for responding to, reporting, and recording a concern or incident. • How and why confidentiality needs to be maintained. • How sensitive data and information needs to be stored. • Safer recruitment procedures. • The consequences of breaches of the policy.
Health & Safety Policy	<p>This policy will outline:</p> <ul style="list-style-type: none"> • Your commitment to health and safety and what you are trying to achieve. • Who is responsible for specific actions relating to health and safety. • The details of what you are going to do in practice to achieve your aims. • Your expectations of your coaches, participants, parents or carers, and other staff in relation to health and safety.

<p>Safe Recruitment Policy</p>	<p>This policy will define:</p> <ul style="list-style-type: none"> • Your commitment to safe recruitment practices. • Your procedures for safe recruitment to ensure staff and volunteers are safe to work with children or adults at risk. • How sensitive data and information needs to be stored. • How your safer recruitment policy aligns with other organisational policies such as Equality, Diversity and Inclusion.
<p>Complaints Policy</p>	<p>This type of policy will outline:</p> <ul style="list-style-type: none"> • What you consider a complaint to be (including whistleblowing). • If someone wishes to make a complaint, how they can do it. • What will happen if they make a complaint (the complaints process). • How the complaint will be investigated and an outcome decision made. • How that outcome will be communicated to the complainant. • The appeal process if they are unhappy with the outcome. • Any escalation process during a complaint (national governing body, professional body etc.)
<p>Social Media Policy</p>	<p>This policy will outline:</p> <ul style="list-style-type: none"> • Your stance on the appropriate and safe use of social media. • What you will and won't use social media for. • How you will safely use social media content, ensuring it protects the identity of your participants. • How you expect your participants and members to behave on social media. • The consequences of misuse of social media that breaches your policy.
<p>Photography Policy</p>	<p>This type of policy will outline:</p> <ul style="list-style-type: none"> • Your stance on the appropriate and safe use of photography, particularly relating to events and competitions. • What you will and won't use photography for. • How you will safely use photography content, ensuring it safeguards and protects the participants in the photographs. • How you expect your participants and members to behave with photographic content. • The consequences of misuse of photography media that breaches your policy.
<p>Clothing and Jewellery Policy</p>	<p>This type of policy will outline:</p> <ul style="list-style-type: none"> • Your stance on appropriate and safe clothing and jewellery for participants and coaches/volunteers/helpers. • How you will make a reasonable adjustment on clothing and jewellery for the purposes of inclusion and diversity. • When you expect the policy to be followed. • Any competition clothing specifics, including promotion or advertising on competition clothing. • The consequences of breaches of the policy.