

**BRITISH HORSERACING AUTHORITY**  
**CODE OF CONDUCT FOR RACING COACHES**

**General**

Racing Coaches play a crucial role in the development of the career of stable staff and work riders. Good coaches ensure that their participants have positive experiences and are therefore more likely to continue in their sport and achieve their potential.

As members of a sporting profession, coaches must demonstrate a high degree of honesty, integrity and competence at all levels. The need for Coaches to understand and act upon their responsibilities is of critical importance to the sport of horseracing, as is the need to protect the key concept of participations - career advancement, enjoyment and achievement. These values are implicit within good coaching practice and promotes a professional image of the coach.

This Code of Conduct outlines what the British Horseracing Authority (BHA) considers to be good coaching practice in the contexts of the specific requirements of horseracing.

**Good coaching practice must reflect the following key principles:**

**Rights**

**Relationships**

**Responsibilities – Personal Standards**

**Responsibilities – Professional Standards**

**Rights**

Coaches must respect and champion the rights of every individual to participate in the sport of horseracing. Coaches:

- should maintain an environment free of fear and harassment
- should recognise the rights of all participants to be treated as individuals
- should recognise the rights of participants to seek advice from other coaches and experts
- should treat all individuals with respect at all times.
- must not discriminate on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs or political opinion.
- must not publicly criticise or engage in demeaning descriptions of others.
- must communicate with and provide feedback to participants in a way that reflects respect and care.

## Relationships

Coaches must develop a relationship with Participants and others based on openness, honesty, mutual trust and respect. Coaches:

- must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying)
- should promote the welfare and best interests of their participants
- must avoid sexual intimacy with participants, either while coaching them or in the period of time immediately following the end of the coaching relationship
- must take action if they have a concern about the behaviour of an adult towards a child or vulnerable adult
- should empower participants to be responsible for their own decisions
- should clarify the nature of the coaching services being offered
- should communicate and cooperate with other organisations and individuals in the best interests of participants.
- must ensure that physical contact is appropriate and necessary, and is carried out with the participant's full consent and approval.
- must not engage in any form of sexually related contact or activity with any participant for whom you have responsibility. This extends to sexual innuendo, flirting or inappropriate gestures and terms.
- must know and understand the relevant BHA child protection/safeguarding policies and procedures, and follow them.
- must follow the reporting procedures laid down by your club or employer if you have a concern – non-action is unacceptable.
- must arrange to transfer a participant to another coach if it is clear that an inappropriate or intimate relationship is developing.
- should respect participants' opinions when making decisions about their participation in racing.
- should encourage participants to take responsibility for their own development and actions.
- should allow participants to discuss and participate in the decision-making process.
- must discuss and agree with participants what information is confidential.
- should inform participants of any potential costs involved in accessing the coaching services on offer.
- should not work with any other coach's participant without first discussing or reaching agreement with both coach and participant.
- should identify and agree with participants which other experts or organisations could offer appropriate services.

### **Responsibilities - Personal Standards**

Coaches must demonstrate proper personal behaviour and conduct at all times, and be a positive role model for their participants. Coaches:

- must be fair, honest and considerate to participants and others in their sport
- should project an image of health, personal hygiene and functional efficiency
- must be positive role models for participants at all times.
- should educate participants on issues relating to the use of performance-enhancing drugs in sport and cooperate fully with UK Anti-Doping, UK Sport and governing body policies.
- should maintain the same level of interest and support when a participant is sick or injured.
- should display high standards in use of language, manner, punctuality, preparation and presentation.
- should encourage participants to display the same qualities.
- should ensure they do not smoke, drink alcohol or use recreational drugs before or while coaching. This gives a negative image and could compromise safety.
- must display control, respect, dignity and professionalism to all involved in your sport or activity.

## **Responsibilities - Professional Standards**

To maximise benefits and minimise the risks to Participants, Coaches must attain a high level of competence through qualifications and demonstrate a commitment to ongoing training that ensures safe and correct practice. Coaches:

- should ensure the environment is as safe as possible, taking into account and minimising possible risks
- should promote safe and correct practice
- must be professional and accept responsibility for their actions
- must make a commitment to providing a high-quality service to their participants
- must follow the guidelines of your governing body of sport or employer.
- must plan all sessions so they meet the needs of the participants and are progressive and appropriate.
- should recognise and accept when it is appropriate to refer a participant to another coach or specialist.
- should seek continuing personal development (CPD) opportunities to develop your coaching skills and competencies, and update your knowledge.
- should work in an open and transparent way that encourages other coaches to contribute to or learn from your knowledge and experience.
- should use self-analysis and reflection to identify your developmental needs.
- should manage your lifestyle and coaching commitments to avoid the burnout that might impair your performance.
- should not assume responsibility for any role for which you are not qualified or prepared.
- should promote good coaching practice in others and challenge any poor practice you observe.

## **Specific Guidance for Participant Coaching**

This Code is intended to provide guidance to you on the standard of conduct which is required of Coaches operating within the BHA Coaching Programme. Whilst it cannot set out prescriptive rules to cover every possible situation, the Code will assist you to recognise integrity, ethical and compliance issues and how to appropriately deal with them.

In general terms, one aid to exercising good judgement about your conduct is to ask yourself these questions when considering a course of action:

- Would I, or BHA, be embarrassed if my actions were to become public knowledge?
- Does what I am about to do have the potential to harm my reputation or that of BHA?
- Would this have negative consequences for racing in Great Britain?
- Will what I am about to do have the potential to adversely impact upon my career as a Participant Coach?

If your answer to any of these questions is a “yes” or if you are unsure of the answer, you are strongly advised to reconsider whether you should proceed with your intended course of action.

The Code is in two parts:

Part A: Provides general guidelines concerning the conduct of Participant Coaches.

Part B: Expands on these general guidelines with some more specific behavioural requirements.

### **Part A General obligations**

A BHA Coach must:

- Behave honestly and in a way that upholds public confidence in the integrity of racing and does not cause any harm to the good reputation and interests of the BHA.
- Promote the concept of a balanced lifestyle, supporting the well-being of participants at all times
- Act with care and diligence.
- Know and comply with all relevant policies, procedures and guidelines.
- Obey the law.
- Operate within the Rules of Racing.
- Maintain a work environment free of discrimination, harassment and intimidation.
- Communicate with, and provide feedback to, Participants in a manner which reflects respect and care.
- Treat the public and racing professionals with courtesy and respect.
- Take reasonable steps to avoid conflicts of interest, report those that cannot be avoided, and cooperate in their management.
- Comply with the instructions of BHA officials whilst on racecourse property.

## **Part B Specific requirements**

### **Public behaviour**

Coaches are encouraged to take care that they do not behave in any way that would bring racing or BHA into disrepute. In this context examples of inappropriate behaviour would include foul and abusive language, drinking alcohol or arriving at work in any form of intoxicated state.

### **Public comments**

The BHA supports the engagement of Coaches with the media. Involvement by Coaches in interviews, television appearances and other media-related activities are opportunities to promote the benefits of the JCP.

The BHA respects your right to express an opinion but please ensure you take care not to make any statements that could be damaging yourself, to the Coaching Programme or BHA or affects the integrity of racing.

### **Use of social media**

Despite the existence of privacy options, many items published in social media are publicly accessible and it can be difficult to guarantee that sites are fully private. As such always start with the assumption that anything you say can be read by anyone, anywhere, at any time and remember that the Internet has a long memory. Always exercise good judgement when posting and be aware that inappropriate comment via social media can negatively affect you and/or horseracing.

We strongly advise all coaches should have separate social media platforms/accounts for both private use and use as a BHA Coach.