

## Code of Ethics

### Introduction

This Code of Ethics was written with specific reference to Coaches. However, most aspects of this Code are also applicable to other people involved in the sport. Therefore all Members of the MPAGB, should be aware that this Code also applies to them.

The MPAGB acknowledges that a large part of this Code of Ethics has been derived from the code produced by the Industry Lead Body for Sport and Recreation. The Code published below will remain operational unless and until notice of any changes and amendments is given by the MPAGB.

Throughout the following Code the expression 'Coach' whether used in the singular or plural shall include all coaches/officials, assistants and other helpers whose activities are connected with the disciplines regulated by the Modern Pentathlon Association of Great Britain (the MPAGB). Where the context of the code admits the expressions Coach/Official and Sports coach this may also include Officials and others involved in the sport of Pentathlon in any capacity. The purpose of the Code of Ethics (referred to throughout the remainder of the document as the Code) is to establish and maintain standards for Coaches/Officials and to inform and protect members of the public using their services. Ethical standards comprise such values as integrity, responsibility, competence and confidentiality.

Individuals who are members of the MPAGB are deemed to have assented to the Code and as such recognise and adhere to the principles and responsibilities embodied in it. The Code creates a framework within which Coaches when engaged in sports coaching - in the fullest sense of the expression - should always work. The code has been written as a series of guidelines rather than a set of instructions. However violations of the Code may result in complaints being made to the MPAGB and, in which case the MPAGB may appoint an Investigating Officer to determine whether a conduct complained of has brought the sport into disrepute or amounts to a violation of the MPAGB's Laws. The Investigating Officer will consider the Code's provisions when assessing the guilt of individuals against whom complaints have been made and/or the appropriate sanctions to apply.



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### Issues of responsibility

Teaching/Coaching is a deliberately undertaken responsibility, and sports Coaches are responsible for the observation of the principles embodied in the Code of Ethics.

The Code is applicable to any person acting as a coach or official in the United Kingdom or internationally.

### Humanity

Coaches must respect the rights, dignity and worth of every human being and their ultimate right to self-determination. Specifically, Coaches must treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, age, marital status, disability or political persuasion.

### Relationships

Qualified and experienced Coach will be concerned with the well being, health and future of the individual Athlete. The Coach shall acknowledge that the optimisation of performance must not be achieved at any cost. The Coach shall not knowingly put well being, health and future of the individual Athlete at risk in pursuit of better performance.

A key element in a coach relationship is the development of independence. Athletes must be encouraged to accept responsibility for their own behaviour and performance in training, in competition, and in their social life. Coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their athletes. This is particularly important when the coach and athlete are of opposite sex and/or when the athlete is a young person. The Coach must realise that certain situations or friendly actions could be misinterpreted, not only by the athlete, but by outsiders motivated by jealousy, dislike or mistrust and could lead to allegations of sexual misconduct or impropriety. The relationship between coach and athlete relies heavily on mutual trust and respect. In detail this means that the Athlete shall be aware of the

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Coaches' qualifications and experience. The Coach must ensure that the Athlete is given the opportunity to fully understand the purpose and reasons for training and performance. The Coach and the Athlete shall in principle agree in advance on the content of training in relation to performance

### Commitment

Coaches should clarify in advance with athletes and/or employer the number of sessions, fees (if any) and method of payment. They should also explore with athletes and/or employers the expectation of the outcome of coaching. Coaches have a responsibility to declare to their athletes and/or employer any other current coaching commitments. Coaches should also find out if any prospective client is currently receiving guidance from another Coach. If so, that Coach should be contacted to discuss the situation.

Coaches who become aware of a conflict between their obligation to their athletes and their obligation to their Governing Body or other organisation employing them must make explicit the nature of conflict, and the loyalties and responsibilities involved, to all parties concerned.

### Co-operation

Coaches should communicate with medical and ancillary practitioners when necessary. Coaches should co-operate with medical and ancillary practitioners in management of entrusted Athletes' medical problems resulting primarily from training and competing

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### Advertising

Advertising by Coaches in respect of qualifications and/or services shall be accurate and professionally restrained.

Coaches shall not display any affiliation with an organisation in a manner that falsely implies sponsorship or accreditation by that organisation.

### Integrity

Coaches should refrain from public criticism of fellow Coaches.

Differences of opinion should be dealt with on a personal basis and more-serious disputes should be referred to the MPAGB.

Coaches must not encourage athletes to violate the rules of their sport and should actively seek to discourage such action. Furthermore, Coaches should encourage athletes to obey the spirit of such rules.

Coaches must not compromise their athletes by advocating measures which could be deemed to constitute seeking to gain an unfair advantage. Above all, Coaches must never advocate the use of proscribed drugs or other banned performance enhancing substances.

Coaches must treat opponents and officials with due respect both in victory and defeat and should encourage their athlete to act in a similar manner.

Coaches should discourage inappropriate behaviour and accept responsibility for the conduct of entrusted Athletes in training and competitions.

Coaches must not bring the MPAGB in disrepute.

### Confidentiality

Coaches inevitably gather a great deal of personal information about athletes in the course of a working relationship. Coach and athletes must not divulge confidential information to a third party without the express approval of the athlete. Confidentiality does not preclude the disclosure of information, to persons who can be judged to have a 'right to know', relating to athletes when relevant to the following:

- \* evaluation of the athlete within the sport for competitive selection purposes and recommendations concerning athletes for professional purposes;
- \* pursuit of disciplinary action involving athletes within the sport;
- \* pursuit of disciplinary action by the MPAGB involving fellow coaches in alleged breaches of this Code of Ethics and Conduct.

### Abuse of Privilege

The Coach is privileged, on occasion to have contact with athletes and to travel and reside with athlete in the course of coaching and competitive practice. Consequently, a Coach must not attempt, under any circumstances, to exert undue influence over the athlete in order to obtain financial benefits or favours of any kind.

### Personal Standards

The Coach must consistently display high personal standards and project a favourable image of their sport and of teaching/coaching - to athletes, other Coaches, officials, spectators, the media and the general public.

Personal appearance is a matter of individual taste but the Coach has an obligation to project an image of health, cleanliness and functional efficiency.

The Coach should never smoke when teaching/coaching.

Coaches should not drink alcohol so soon before teaching/coaching that their judgement may be impaired and the smell will still be on their breath when working with athletes.

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### Safety

Coaches have a responsibility to ensure the safety of the athletes with whom they work as far as possible within the limits of their control. All reasonable steps should be taken to establish a safe working environment.

The work done and the manner in which it is done should be in keeping with regular and approved practice within that sport.

The activity being undertaken should be suitable for the age, experience and ability of the athletes.

Athletes should have been systematically prepared for the activity being undertaken and made aware of their personal responsibilities in terms of safety.

### Issues of Competence

Coaches shall confine themselves to practise in those fields of sport in which they have been trained/educated or demonstrated competence, and which are recognised by the MPAGB as being valid. Valid areas of expertise are those directly concerned with sports coaching.

Training includes the accumulation of knowledge and skills through both formal Coach education courses and by experience at a level of competence acceptable for independent teaching/coaching practice.

Coaches must be able to recognise and accept when to refer athletes to other agencies.

Coaches should regularly seek ways of increasing their professional development and self awareness.

Coaches should welcome evaluation of their work by colleagues and be able to account to athletes, employers, Governing Bodies and colleagues for their actions.

Coaches have a responsibility to themselves and their athletes to maintain their own effectiveness, resilience and abilities, and to know when their personal resources are so depleted as to make it necessary for them to seek help and/or withdraw from coaching whether temporarily or permanently.

### Violations of this Code

An alleged breach of this Code shall be grounds for making a complaint under MPAGB Law. This is a formal expression of dissatisfaction with the



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actions of behaviour of clubs, bodies, organisations or individuals or with alleged unfair practice in connection with the sport and will be dealt with by an Investigating Officer.

The procedures for making a complaint are set out in the MPAGB Laws which are reproduced in the current edition of the MPAGB's Handbook. The Terms of Reference shall be set by the MPAGB. Dependent upon the outcome of the investigation the Investigating Officer may direct that the matter may not proceed as a complaint under the MPAGB Complaints Procedure. In such a situation the Chief Executive may authorise such other action for instance the offering of guidance of education support or the issue of a warning as to future conduct, as may be appropriate in the circumstances. Thereafter dependant upon the outcome of such other action the Chief Executive may refer the matter back to the Investigating Officer for reconsideration as to whether the matter may proceed as a complaint.

### International Team Management/Coaching Policy

The policy of the Modern Pentathlon Association of Great Britain for international travel abroad is as follows:

1. Where one athlete aged below eighteen years of age is travelling they must be accompanied by one adult official and parental consent must be obtained with regard to the identity of the adult.
2. Where the group of athletes are of mixed gender and under the age of 18, they must be accompanied by at least one adult official and parental consent must be obtained with regard to the identity of the adult. Ideally, where the group of athletes are of mixed gender and under the age of 18 there should be an adult official of each gender.

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