



Member Protection Declaration

All volunteer staff will be expected to act as positive ambassadors and spokespeople for the WLA and demonstrate a commitment to a long term athlete centred development philosophy.

Coaches and Managers Code of Conduct (Courtesy of SPARC)

1. Respect the rights, dignity and worth of every individual athlete as a human being

- Treat everyone equally regardless of sex, disability, ethnic origin or religion.
- Respect the talent, developmental stage and goals of each athlete in order to help each athlete reach their full potential.
- Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players.

2. Maintain high standards of integrity

- Operate within the rules of your sport and in the spirit of fair-play, while encouraging your athletes to do the same.
- Advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of the New Zealand Sports Drug Agency.
- Do not disclose any confidential information relating to athletes without written prior consent.

3. Be a positive role model for your sport and athletes and act in a way that projects a positive image of your work with the athletes

- All athletes are deserving of equal attention and opportunities.
- Ensure the athlete's time spent with you is a positive experience.
- Be fair, considerate and honest with athletes.
- Encourage and promote a healthy lifestyle.
- Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.

4. Professional responsibilities

- Display high standards in your language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport – this includes opponents, coaches, officials, administrators, the media, parents and spectators.
- Encourage your athletes to demonstrate the same qualities.
- Be professional and accept responsibility for your actions.

- You should not only refrain from initiating a relationship with an athlete, but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
- Those already in a committed relationship commencing prior being selected as a coach or manager must declare such relationship at the time of application to ensure any conflicts of interest can be managed.
- Accurately represent personal coaching qualifications, experience, competence and affiliations.
- Refrain from criticism of other coaches.

Guidelines for Programme Staff

1. No 1 on 1 interaction with athletes in a closed off area
 - Always work with 2 or 3 players or have an 'observer' (staff member) present
2. No physical manipulation of athletes, without the athletes prior permission and a witness.
 - Use other coaching techniques
 - Approved staff only to provide physio treatment
3. No One on One Interviews
 - Have witnesses
4. No regular texts, emails or social media communication to individual athletes
 - Always include others
5. Do not spend a disproportionate amount of time with 1 player
 - Spread your time among all players
6. For any team, where possible at least one of the appointed officials should be of the same gender as the team.
 - Do not consume, or be under the influence of alcohol or illegal drugs while involved in team activities.
 - Do not turn up to any training or game while under the influence of alcohol or drugs.
 - During a tournament alcohol may be consumed outside of team time and in the staff members own time as long as there is a designated team member responsible for the team.
 - Do not drink alcohol to excess in any situation when you are the staff member in charge of an under-age team.

REMEMBER - The intention of a behaviour or comment by the person giving it is not relevant. The behaviour or comment is to be considered from the point of view of the person receiving it.

WLA Junior Programme Recruiting Guidelines

All volunteer staff will be expected to conduct themselves in a professional manner and work in conjunction with other programme staff and athletes. To this end, recruiting athletes to school programmes while involved in WLA activities is unacceptable and is ground for dismissal from the programme. Any suggestions that a WLA coach has used their position to coerce an athlete to change schools may result in their dismissal from the programme.

Member Protection Declaration

- I confirm I am a volunteer invited to work with WLA programmes.
- I have read and understand the above information in relation to WLA member protection guidelines and understand my responsibilities and obligations under it and agree that WLA can undertake a background/police check before or during my appointment.
- I declare I am not a person prohibited under New Zealand law from working or seeking work with children.
- I acknowledge that if I contravene any of these guidelines I must inform the WLA. Failure to do so may result in my exclusion from WLA programmes and further action as deemed appropriate in accordance with the Health and Safety Policy.

Name: _____

Signature: _____

Date: _____

