

Code Of Conduct

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General Principles

All those involved in National All Star Skills Academy must treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural or social background, sexual orientation, religious belief, political affiliation, or any other personal characteristic/feature. National All Star Skills Academy is opposed to any form of violent, offensive, or discriminatory behaviour and will act as necessary to remove individuals from basketball who do not abide by this Code of Ethics and Conduct.

Everyone involved, both adults and young people have a responsibility to treat everyone with dignity, respect, sensitivity, and fairness. Be aware of the special needs of young people and vulnerable adults and recognise that some face additional barriers.

Every young person or vulnerable adult involved should be able to participate in an enjoyable and safe environment and be protected from abuse. Allegations of a child protection nature relating to the breaking of this Code of Ethics and Conduct must follow the reporting procedures.

Coaches

This Code of Ethics and Conduct is an integral part of National All Star Skills Academy within which all coaches must work. It should be used in conjunction with all other National All Star Skills Academy policies, procedures or recognised standards. Through this Code of Ethics and Conduct, coaches who are affiliated to National All Star Skills Academy must accept their responsibility to the participants, their parents and families, to coaching:

- Consider the safety and wellbeing of all individuals in their charge.
- Ensure their behaviour is not misconstrued or open to allegations of favouritism, misconduct, or impropriety.
- Follow guidance on good practice when working with young people/ vulnerable adults and report any concerns for their wellbeing to the relevant authority or body age or a vulnerable adult. While the coach-player relationship exists, the coach should not only refrain from initiating a relationship but should also discourage any attempt by a player to initiate an intimate relationship, explaining the ethical basis of the refusal.
- Ensure that all training and playing demands are not detrimental to the wellbeing of the players and are reasonable dependent upon the age, maturity, experience, and ability of the players;
Ensure their competence and ability is sufficient so that the safety of players is not compromised:
- Encourage players to accept responsibility for their own behaviour and performance;
Be appropriately qualified as per the requirements of the Basketball England

Coach Education Programme and regularly seek opportunities for continued professional development.

- Respect the rights of players to choose to decline to participate within coaching or playing situations; never put a player on court if they are injured or unfit to do so
Declare any affiliation, sponsorship, or accreditation in a truthful and accurate manner.
- Be receptive to employing systems of evaluation that include self- evaluation and external evaluation in an effort to assess the effectiveness of your work.
- Abide by all rules and policies of National All Star Skills Academy
- Hold a clear Enhanced DBS check when in a position of regulated activity.
- Ensure they have undergone relevant safeguarding training before registering with Basketball England and sufficient evidence of a certificate has been submitted to **safeguarding@basketballengland.co.uk**
- Comply with all safeguarding and first aid policies and procedures.
- Promote prevention and education regarding the misuse of performance enhancing drugs and illegal substances.
- Declare any history or instances where you were disciplined, dismissed, cautioned, warned, or convicted of any offence relating to children/young people/vulnerable adults on a Self-Declaration form submitted to the Basketball England Safeguarding and Compliance Manager.
- Only coach individuals that are registered / affiliated to Basketball England, whilst working under the jurisdiction of Basketball England.
- Not attempt to exert undue influences and pressures to obtain personal benefit or reward.
- Must be able to recognise and accept when to refer or recommend players to other coaches or structures.
- Agree what information what will be treated confidentially (this does not preclude disclosure of information to persons who can be judged to have a right to know such as in matters of discipline, legal and medical requirements or where an individual's health, safety or wellbeing may be at risk).
- Communicate and co-ordinate with medical practitioners in the diagnosis, treatment, and management of a players' medical/psychological problems.
- Be a positive role model.
- Project a good personal appearance of cleanliness and never smoke in the coaching environment, or coach whilst under the influence of alcohol or any other intoxicating substance.
- Never use foul, sexist, or racist language or act in a violent/abusive manner.
- Refrain from undue public criticism of other coaches or match officials.
- Refrain from posting negative or derogatory comments on social media about other clubs, coaches, or officials.
- Refrain from posting any comments on social media which bring the reputation of National All Star Skills Academy into disrepute.
- Follow all National All Star Skills Academy guidance on social media, Appropriate Communication and the Duty of Care policies.

Players

- Treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs, or political affiliation.
- Treat your team-mates and opponents, coaches, club officials and match officials with respect and consideration at all times - treat them as you would like to be treated.
- Not use foul, sexist, racist language, or offensive gestures at any time.
- Know and abide by the rules and spirit of the game.
- Avoid violence and rough play and help injured opponents.
- Accept the decisions of the match officials without question or complaint (let your captain or coach ask the necessary questions) and avoid words or actions which may mislead a Match Official.
- Abide by the instructions of the coach and club officials, provided they do not contradict the spirit of this Code of Ethics and Conduct or the rules of basketball.
- Not attempt to improve individual performance with the use of banned substances/techniques.
- Condemn the use of recreation and performance enhancing drugs and abide by all anti-doping requirements.
- Give maximum effort and strive for the best possible performance through the whole game, even if it is considered already over.
- Concentrate on the game, do not react/respond to undue criticism from spectators, parents, opposition coaches or opposition club officials. Raise any concerns calmly and professionally to the match officials to respond, deal and report.
- Learn to accept victory and defeat with humility and dignity and without excessive emotional displays.
- Work equally hard for yourself and your team - your team's performance will benefit and so will your own.
- Be a good sport, applaud all good performance, whether by your team or by the opponent.
- Thank your opponents and the match officials at the end of play.

Parents / guardians

All family/guardians of participants will:

- Teach your child to treat everyone equally and sensitively regardless of their age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs or political affiliation, gender, ethnic origin, or cultural background.
- Support all efforts to remove verbal, physical and racist abuse.
- Not force an unwilling participant to take part.
- Remember that young people are involved for their enjoyment - not yours.
- Encourage all to play by the rules and respect the match officials.
- Never ridicule or shout at a participant for making a mistake or losing a game.

- Teach that effort and teamwork are as important as victory, so that the result of each game is accepted without undue disappointment.
- Remember that young people and vulnerable adults learn best by example.
- Refrain from publicly questioning the judgement or honesty of match officials.
- Recognise the value and importance of volunteers in basketball. They give their time, energy, and resources to provide recreational activities for others.
- Not shout abuse at officials, coaches, players, or other spectators.

Spectators

spectators of games under the jurisdiction of Basketball England will:

- Not use offensive, discriminatory, or obscene language or gestures. Not harass or verbally abuse players, coaches, match officials or fellow spectators in any form.
- Treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs, or political affiliation.
- Condemn the use of violence in all forms and refrain from any violent or aggressive behaviour.
- Show respect for opponents and match officials. Without them there would be no game.
- Acknowledge good performance and fair play by opponents as well as by your own team.
- Remember the players are taking part for their enjoyment not yours.
- Not ridicule players who make mistakes.
- Not over emphasise the importance of winning.
- Not enter the court unless authorised otherwise.
- Not shout abuse at officials, coaches, players, or other spectators.

Young People

There are additional requirements for how young people should be treated by adults and how young people should treat their peers.

Adults to young people:

- Be aware of how your language and behaviour may have an effect and ensure you do not use foul language, humiliate, or bully any young person.
- Make sure you are fully aware of and follow the latest guidance on working with young people.
- Treat everyone with respect and dignity, recognising the additional needs or disadvantages of those with disabilities or from minority backgrounds.
- Set a good example as young people will learn from you.
- Make sure disciplinary actions are non-violent/humiliating and use rewards, praise, and acknowledgment to reinforce good behaviour.
- Listen and act if a young person tells you they're being bullied or abused.

Young people to each other should:

- Never bully, spread rumours, or tell lies about other young people.
- Welcome and include new players whatever their background or ability.
- Control your emotions - verbal or physical abuse is not acceptable at any time.
- Don't show off or try to humiliate other players.
- Don't ridicule or blame teammates who make mistakes.
- Make sure you tell your coach/parents if another young person confides in you, and you think they need help.

Other considerations

Whistle Blowing

National All Star Skills Academy is committed to developing a culture where it is safe and acceptable for all employees and stakeholders to raise concerns about poor or unacceptable practice and misconduct. National All Star Skills Academy operates a Whistleblowing Policy.

False Allegations

All allegations or concerns submitted to National All Star Skills Academy must be 100% factual, true and correct at all times.

Where National All Star Skills Academy finds sufficient evidence to suggest that any concern or allegation is not true or factual, National All Star Skills Academy may take necessary disciplinary action.

Where National All Star Skills Academy finds insufficient evidence or a basis to act against a complaint/concern, this does not mean that the initial concern or complaint is false, in these instances National All Star Skills Academy has been unable to prove the concerns/complaint.