



Code of Conduct for Coaches, Staff and Volunteers

SEASON X • 2026/2027

Document	Code of Conduct	Effective	September 2026
Owner	Black Ice Academy Directors	Review	September 2027

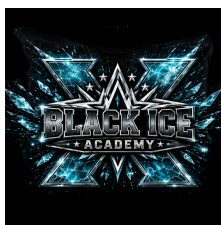
Everyone working or volunteering for Black Ice Academy is expected to put athlete welfare first, maintain clear professional boundaries and model the standards we expect from our members.

Expected standards

- Prioritise the safety, welfare and dignity of athletes over performance or results.
- Treat every person fairly and respectfully. Do not discriminate, bully, harass, intimidate, shame or humiliate.
- Hold the qualifications, training and checks required for your role, and keep them current.
- Follow BIA safeguarding, first aid, fire, social media, photography, anti-bullying and inclusion procedures.
- Use safe, age- and ability-appropriate coaching methods and work within your competence and cheerleading rules.
- Maintain professional boundaries. Do not pursue or encourage inappropriate personal, sexual, financial or secretive relationships with athletes.
- Do not communicate privately with children through personal social-media accounts or disappearing-message services. Use approved academy channels and include parents/carers where appropriate.
- Use physical contact only when necessary for safe instruction, spotting or welfare, and explain it where practicable.
- Do not consume alcohol or illegal drugs before or during duties, and do not work while impaired by any substance or medication.
- Dress appropriately for the role and comply with jewellery/safety requirements while coaching.
- Do not transport a child alone except where specifically authorised and risk assessed. Obtain parent/carer agreement for transport arrangements.
- Report safeguarding concerns, disclosures, allegations, injuries and significant incidents immediately through the correct procedure. Do not investigate safeguarding concerns yourself.
- Keep personal information confidential, but never promise secrecy where safeguarding information needs to be shared.
- Do not photograph, film or publish images of athletes except in line with BIA's Photography and Videography Policy.
- Never condone rule breaches, prohibited substances, hazing or unsafe practices.
- Raise concerns about unsafe or inappropriate practice, including concerns about colleagues, without fear of retaliation.

Breaches

A breach may result in coaching restrictions, removal from duties, disciplinary action, termination of employment/volunteering or referral to Sport Cheer England, the LADO, DBS, police or another authority where appropriate. Safeguarding action takes priority over internal disciplinary processes.



Legal and guidance framework

This document should be read alongside Black Ice Academy's other safeguarding and safety procedures. It is aligned to the following legislation and guidance current at September 2026:

- Working Together to Safeguard Children 2026
- DBS regulated-activity guidance for sport, updated September 2026
- Equality Act 2010
- UK GDPR and Data Protection Act 2018, as amended

Approval and review

Approved by

Kathryn Thompson and Victoria Worley, Directors

Effective from

September 2026

Next scheduled review

September 2027

Earlier review

Following a serious incident, material legal/guidance change, or significant change to academy operations