

ABRS+ - Code of Conduct and Ethics for Coaches, Instructors and Trainers



The Association of British Riding Schools, Livery Yards and Riding Establishments (ABRS+) is a national member body for riding school, trekking and livery businesses. The ABRS+ Code of Conduct and Ethics is built on the principles of integrity, fair play, equality, respect for others (including animals) and a sense of what is right. These ethical principles are integral, not optional, and apply to all levels of ability and commitment, including recreational equestrian activity as well as competitive equestrian sport. This code is a guide for good practice and it is required to be followed by accredited coaches, instructors and trainers working at member schools or yards of the ABRS+.

Coaches, instructors and trainers have a crucial role in the development of the sport and a responsibility to support and promote their equestrian discipline, maintain standards of appearance and conduct and act with due respect for the reputation of the ABRS+.

The ABRS+ core values are for coaches, instructors and trainers to demonstrate:

- **Performance:** That you will strive to be successful in all your endeavours and deliver high standards in every session, lesson, class or workshop.
- **Partnership:** No coach, instructor and trainer has all the answers and we ask that you collaborate and find solutions to shared issues and are open and honest at all times.
- **Professionalism:** That you will remain objective and professional at all times and that you act with integrity in an ethical way and treat everyone with respect.
- **Passion:** You will be passionate in all your endeavours, working with others to the benefit of the rider, horse or pony.

Coaches/instructors/trainers must:

Safety:

- Share with riders the responsibility for rider and horse safety. Coaches/instructors/trainers are also responsible for ensuring, as far as is reasonably possible, the creation and maintenance of a safe environment for helpers and bystanders.
- Ensure they keep abreast of approved coaching practice as determined by the ABRS+ and other relevant professional organisations.
- Ensure that all training and activities takes account of the age, maturity, experience and ability of both rider and horse.
- Recognise their duty to protect riders from harm and abuse and in particular should understand the duty of care when working with children, young people and adults at risk.
- Be required to attend a Safeguarding Workshop and have passed a Criminal Records Check (enhanced with barring check) prior to certification.
- Ensure that adequate insurance cover, for all aspects of their coaching and training, is in place.
- Place the well-being and safety of both horse and rider above the development of performance.
- Work with other specialists as necessary, for example, officials, vets and other coaches.

- Ensure good supervision of all participants, especially participants who are younger or more vulnerable.

Competence:

- Hold nationally recognised governing body teaching/coaching qualifications.
- Confine themselves to practice in those areas for which they are trained and have competence.
- Recognise their responsibility to themselves and their participants to maintain their effectiveness as an equestrian coach and regularly seek ways to develop their personal and professional development taking advantages of opportunities provided.
- Plan and prepare for sessions. Their participants should have a programme that is appropriate and progressive.

Personal Standards:

- Display high personal standards and project a favourable image of equine activity to member bodies of British Equestrian, performers, parents and the wider public.
- Recognise that appropriate dress codes should be followed whilst training and competing.
- Be a positive role model and behave appropriately at all times.

Confidentiality:

- Recognise that they in a position where they gather personal information about riders in the course of a working relationship. The disclosure and use of information gathered is the subject of the Data Protection Act. Coaches/instructors/trainers must ensure that an agreement is reached with riders/participants or their parents/guardians about the collection, storage and potential boundaries of sharing information.

Integrity:

- Not compromise any rider by advocating measures which could constitute unfair advantage or that may jeopardise the safety or well being of rider or horse.
- Show respect to others involved in the sport including judges, official and volunteers, other riders and teams, other coaches, instructors, teachers and trainers, spectators, parents/carers and equines.
- Not maliciously or recklessly injure or attempt to injure, whether directly or indirectly, the professional reputation, prospects or business of the ABRS+, our members or any other coach, instructor or trainer.
- Prepare riders to respond to success and failure in a dignified manner and treat opponents with respect.
- Recognise that they have a responsibility to instil good values and behaviour in their riders and discourage inappropriate behaviour in training and competition.
- Operate in an open environment with transparent communication and actions. Where possible coaches should share knowledge and their experience.

- At all times observe the rules and regulations made from time to time by the member of ABRS+ as they apply.
- Never engage in or tolerate any form of bullying, always appropriately challenge bullying behaviour.

Humanity:

- Treat everyone with the same degree of courtesy and respect regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion and belief, sex and/or sexual orientation.
- Recognise the importance of fun and enjoyment, especially when working with young participants.
- Always promote the positive aspects of our sport (e.g. fair play) and never condone rule violations or the use of prohibited substances.
- Ensure that all employees in any equestrian business or establishment under their control comply with the standards laid down from time to time by the ABRS+ and follow all appropriate legal and ethical considerations to ensure open and fair recruitment processes and working conditions.
- Recognise that any failure on the part of a coach, instructor or coach to comply with the provisions of this code may render the coach, instructor or coach liable to disciplinary proceedings.
- Be aware of, and abide by, the ABRS+ Safeguarding Policies and Procedures which includes:
 - That no coach, instructor or trainer should have sexual related contact with a participant, fellow coach, instructor, trainer or volunteer under the age of 18. This includes sexual innuendo, flirting, inappropriate gestures and terms in person or through social media, texts and emails and taking part in sexting or otherwise sending inappropriate sexual images through technological systems.
 - Recognise that participants under 18 cannot have alcohol whilst under your supervision or attending an event.
 - Report any concerns that you may have about a child, young person or adults at risk in line with procedures.
 - Report any concerns you have about a colleague, volunteer or any adult working with children, young people or adults at risk in line with procedures.

All coaches, instructors and trainers should actively involve parents and carers throughout all stages of a young person (under 18) training /coaching and ensure you have parental consent for all activity.

Equality & Equal Opportunities

With regard to equality, the ABRS+:

- Aims to ensure that all people, irrespective of race, gender, ability, ethnic origin. social status or sexual orientation, have equal opportunities to take part in equestrianism at all levels and roles;
- Seeks to educate and guide members of the ABRS+ on the ownership, adoption and implementation of equity and equal opportunities;

- Requires that its members will ensure that their recruitment and selection procedures are fair and transparent, and meet the appropriate legal requirements.

Further background information on coaching, registration, affiliation and qualification processes is available from the ABRS+.

Further background information on Safeguarding and Equality is available from the ABRS+.

Review arrangements

The Code of Conduct will be reviewed every three years, or in the following circumstances:

- Changes in legislation and/or government guidance
- As a result of any other significant change or event