



Code of conduct for staff and volunteers

“the Company” staff and volunteers involved have a great opportunity to be a positive role model and help build an individual's confidence.

Staff and volunteers are expected to:

- Ensure the safety of all children by providing effective supervision, proper pre-planning of sessions, using safe methods at all times.
- Consider the wellbeing and safety of participants before the development of performance.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Treat all people fairly and ensure they feel valued. Have no favourites.
- Encourage all Children not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability.
- Not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour
- Be positive, approachable and offer praise to promote the objectives of “the Company” at all times.
- Not let any allegations of abuse of any kind or poor practice to go unchallenged or unrecorded.
- Incidents and accidents to be recorded in the line with “the Club’s” procedures.
- Never use sanctions that humiliate or harm participants.
- Report accidents or incidents of alleged abuse or poor practice to the designated person
- Administer minor first aid in the presence of others and where required.
- Have access to telephone for immediate contact to emergency services if required.
- Foster team work to ensure the safety of children in their care.
- Ensure the rights and responsibilities of children are enforced.
- Establish and address the additional needs of disabled participants or other vulnerable groups.
- Not abuse members physically, emotionally or sexually.
- Not engage in a sexual relationship with a child for whom they are responsible.
- Maintain confidentiality about sensitive information.
- Respect and listen to the opinions of children.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Be a role model, displaying consistently high standard of behaviour and appearance (disciplined/committed/time keeping), remember people learn by example.
- Refrain from smoking and consumption of alcohol during activities or sessions
- Never condone rule violations, rough play or the use of prohibited substances

- Not spending excessive amounts of time alone with children unless there are exceptional circumstances.
- Never taking a child to their home or travel alone with them.
- Not administering First Aid involving the removing of an individual's clothing unless in the presence of others
- Hold appropriate valid qualifications and insurance cover.
- Make activity fun.
- Adhere to the Club's Player Announcement and Confidentiality Social Media policy at all times.

Staff and volunteers have the right to:

- Access on-going training and information on all aspects of leading/managing activities for young people particularly on safeguarding.
- Support in the reporting of suspected abuse or poor practice
- Access to professional support services
- Fair and equitable treatment by "the Company"
- Be protected from abuse by children, young people, other adults and parents.
- Not to be left vulnerable when working with children

