Child Protection in Sport Unit

NSPCC



## Created by the NSPCC Child Protection in Sport Unit.

Code of conduct for staff and volunteers

Note: Where we refer to ‘parents’ we mean parents and carers inclusively. The term ‘children’ or ‘child’ describes any person under the age of 18.

As a member of staff or a volunteer at our club or activity, we’d like you to:

 implement our safeguarding policy and procedures

 report any concerns about or allegations of abuse or poor practice to our welfare officer  listen to any concerns that parents or young people might have

 consider your behaviour — do not engage in any behaviour that constitutes any form of abuse

 respect your position of trust and maintain appropriate boundaries and relationships with young people. Engaging in sexual behaviour with any child under the age of 16 is illegal

 keep any coaching and safeguarding training up to date

 keep children in your sessions safe by supervising appropriately, using safe methods and techniques and by putting children’s safety first

 make sure you’ve got appropriate staffing ratios of adult to participant before the session begins

 ensure equipment is fit for purpose, safe to use and accessible

 respect children’s trust and rights whilst being honest and open with them

 champion everyone’s right to take part and celebrate difference in our club or by not discriminating against anyone, regardless of gender, race, sexual orientation or ability

 stop play if an injury happens, administer minor first aid and call for help when necessary

 use constructive and positive methods of developing children’s skills, without humiliating or harming them

 behave appropriately online in accordance with our online safety and acceptable use policy  challenge and address instances of poor, negative, aggressive or bullying behaviour

amongst young people

 lead by example when it comes to good sportsmanship, positive behaviour and commitment to the sport

 develop positive relationships with parents and catch up with them regularly about their child’s development

 make our club a friendly and welcoming place to be



**Sample code of conduct for staff and volunteers** Child Protection in Sport Unit

As a member of our staff, we understand you have the right to:

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y’  enjoy the time you spend with us and be supported in your role

 be informed of our safeguarding and reporting procedures and what you need to do if something isn’t right

 have access to ongoing training in all aspects of your role  be listened to

 be involved and contribute towards decisions within the club or activity  be respected and treated fairly by us and our governing body

 feel welcomed, valued and not judged based on your race, gender, sexuality or ability

 be protected from physical or emotional abuse from children or parents and be supported to resolve conflicts

We expect all of our staff and volunteers to follow the behaviours and requests set out in this code. If any staff member or volunteer behaves in a way which contradicts any of the points set out above, we’ll address the problem straight away and aim to resolve the issue.

**Continued** issues and repeated breaches of this code may result in us taking disciplinary action against you with the involvement of governing bodies and **ultimately your** dismissal from the organisation.

* Signature of staff member \*

*"* or volunteer: t

, Print name of staff

“ member or volunteer: ,

Signature of line manager: «

. Print name of line •

manager: .

Date: