



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. The term 'vulnerable' means any person young below 18 or over 18 who has a functional, mental, or physical inability to care for themselves or protect themselves against significant harm or exploitation. The term 'participant' means any person you coach at a session.

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 and the vulnerable in your sessions safe by supervising appropriately, using safe methods and techniques and by putting their 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 all participant's trust and rights whilst being honest and open with them
- ✓ champion everyone's right to take part and celebrate difference in our club 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 participants' 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.

Go to your staff information folder, on Google drive for safeguarding policy and procedures.

Any breaches of this code of conduct will be dealt with immediately by a Head coach or TFDC Director. Persistent concerns or breaches may result in you being asked not to attend sessions if your attendance is considered detrimental to the welfare of young participants. The ultimate action should a staff member or volunteer continue to breach the code of behaviour may be the TFDC's Director regrettably asking you to leave the session, or indeed, the TFDC all together.