



Code of conduct for staff and volunteers

'HS SPORTS IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE AND EXPECTS ALL STAFF TO SHARE THIS COMMITMENT'

HS SPORTS coaches and volunteers involved in sport for children and young people 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 coaching 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 young 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.**
- Appreciate the efforts of all young people and not over-train them.
- **Be positive, approachable and offer praise to promote the objectives of the club at all times. Incidents and accidents to be recorded in the line with the club's procedures. Parents will be informed.**
- Never use sanctions that humiliate or harm young people. Report accidents or incidents of alleged abuse or poor practice to the designated person.

Behaviour and appearance

Promote a good image of *HS Sports* by consistently displaying high personal standards of behaviour and appearance (disciplined, committed, time-keeping), remember children learn by example.

Coaches must follow HS Sports policies and procedures re photography. Full written consent for permission to have photographs taken must be given by parents/carers. Only use HS Sports camera (Harvey's) and do not use personal mobile phones to take photos. Avoid taking images in one-to-one situations.

Staff mobile phones to be kept put away in bags during sessions.

No hands in pockets whilst coaching.

No chewing of gum during sessions.

Do not drink alcohol or smoke either during or before coaching or supervising sessions.

Wear the *HS Sports* badge and uniform provided for all sessions, together with other appropriate sports clothing and footwear.

No swearing or offensive language to be used.

Avoid inappropriate relationships such as contact with a child/young person in a social situation.

Maintain confidentiality about sensitive information except for sharing with the designated safeguarding lead (**Harvey Scholes**).

Staff and volunteers have the right to

Access on-going training and information on all aspects of leading/managing activities for children, particularly on Safeguarding.

Support in the reporting suspected abuse or poor practice.

Be protected from abuse by other adult members and parents. Not to be left vulnerable when working with children.

Emergency action and first aid

All coaches, leaders and members should be prepared with an Emergency Action Plan in the event of an emergency and be aware of our First Aid Procedures.

This will include:
Access to First Aid equipment Telephone contact if the participant is a minor Telephone contact to the Emergency Services

Whilst representing HS Sports, I agree to always abide by the Code of Conduct.

Signed:

Print name: Date
(Coach)

Signed: Date
.....

Print name:

(Harvey Scholes)

