

Wansbeck Paddle Sports Club

www.wansbeckpaddlesports.co.uk



WANSBECK PADDLE SPORTS CLUB

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, we'd like you to:

- Implement our safeguarding policy and procedures
- Report any concerns or allegations of abuse, including lower-level concerns and poor practice, to our welfare officer or safeguarding lead
- Listen to any concerns that parents or young people might have
- Not to engage in any behaviour that constitutes any form of abuse or bullying
- 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 your coaching and safeguarding training up to date
- Keep children in your sessions safe by supervising appropriately, using safe methods and techniques in line with your training
- Make sure you've got appropriate staffing ratios of adult to participant before the session begins, as outlines in our policy
- Make sure equipment is fit for purpose, safe to use and accessible
- Respect children's trust and rights while being open and honest with them
- Champion everyone's right to take part and celebrate difference in our club activity
- Practice safe and effective first aid and call for help when necessary
- Behave appropriately online when communicating on behalf of our club
- Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst young people
- Promote healthy safe environments for our young people – where smoking, vaping and drinking alcohol will not be permitted and will be challenged
- Be a positive role model for young participants and staff – you represent our club
- Develop positive relationships with parents and catch up with them regularly about their child's development

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

- Enjoy the time you spend with us
- Be supported in your role within our club
- 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 and feel valued
- Be involved and contribute towards decisions within the club
- Be respected and treated fairly by us and our governing body
- Feel welcomed and included
- Be protected from physical or emotional abuse from children, parents or other members of staff and be supported to resolve any possible conflicts or concerns

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We expect all our staff and volunteers to follow the behaviours and request 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 or could lead to your dismissal from the organisation if deem necessary as part of this action.

Signature of staff or volunteer: _____

Name: _____

Date: _____