

## **Appendix H: Northumberland Sport code of conduct for staff and volunteers**

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This code of conduct outlines good practice when working with children/young people. An environment that allows bullying, shouting, racism or sexism is not acceptable.

**Rights** Staff must respect the rights of children and young people and promote their welfare through and during their participation in sport

**Relationships** Staff should promote relationships with participants and others that are based on openness, honesty, trust and respect. They must not engage behaviour that is abusive inappropriate or victimises individuals. They must respond promptly to any concerns about a child's welfare, and work in partnership with other organisations in the child's best interests.

**Responsibilities** Staff must demonstrate proper personal/professional behaviour at all times promoting positive role models for the children and young people they are working with. Staff must ensure that the children and young people are provided with a safe environment, which minimises risks to them.

**Equality** All staff must demonstrate commitment to respecting differences between staff and participants in terms of gender, race, ethnicity, disability, culture and religious belief system and sexual orientation.

### **Code of conduct for staff and volunteers**

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#### **I agree to:**

- 1 Respect the rights and dignity of every young person regardless of their gender, ability, cultural background or religion.
- 2 Place the well-being and safety of participants above the development of performance.
- 3 Teach the participants that honest effort is more important than winning.
- 4 Consistently display high standards of behaviour and appearance and set a good example for others to follow
- 5 Always promote the positive aspects of sport (e.g. fair play) and never condone rule violations or the use of prohibited substances.
- 6 Never ridicule, shout or otherwise single out a child for making a mistake or losing
- 7 Stay up to date with procedures and practice including local safeguarding procedures in order to promote the welfare and development of participants
- 8 Ensure that my performers and I show respect for opponents, officials, opposing coaches and supporters and for each other.
- 9 Develop an appropriate working relationship with the participants, based on mutual trust and respect and not exert undue pressure on participants.
- 10 Encourage and guide participants to accept responsibility for their own behaviour and performance.
- 11 Ensure the activities I direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
- 12 Co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, and physiotherapists) in the best interests of the performer.
- 13 Never transport participants or young people unassisted in a vehicle other than to safeguard their welfare or remove them from direct harm and wherever possible with the consent of my line manager

Source: Northumberland Sport Child Protection Policies & Procedures (pp.75-77)

- 14 Avoid unnecessary physical contact with participants other than to protect their welfare and to gain consent where contact is deemed necessary. I understand it is the young person's right to decline or refuse.

### **Breaches of the Code of Conduct**

Allegations that a member of staff including volunteers has broken the Code of Conduct may come to light through customer complaints and or other reports which may originate from fellow staff members of staff. Northumberland Sport operates Northumberland County Councils Whistle Blowing Policy and will support any member of staff who brings forward genuine concerns regarding the behaviour or conduct of a co worker.

All such complaints will be with utmost seriousness and priority. Complaints will be managed via Northumberland Sport's complaints procedures and any, which on investigation, appear to concern serious breaches of the code will invoke the County's Capability and Disciplinary Procedure as well as possible consultation with statutory services. In all cases where complaints concern potential or actual allegations of abuse by members of staff the County's Local Authority Designated Officer (LADO) will be informed and will lead or advise on the subsequent investigation.

### **Appeals**

The Capability and Disciplinary Procedure secure the rights of staff who are the subject of complaints, including specific allegations, to defend themselves and to appeal against any subsequent assessment and decision concerning their future employment or disciplinary record. This may include temporary suspension from duties pending a full investigation including restricted communication with colleagues or other individuals involved in any investigation.

I have read, understood and agree to abide by the above code of ethics & conduct.

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Name (please print)** \_\_\_\_\_