

# Church & Oswaldtwistle CC

## Code of Conduct

for staff and volunteers

# PLAY BY THE RULES

## What we expect

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

- respect children's rights while being honest and open with them
- champion everyone's right to take part, and celebrate difference in our organisation
- implement and adhere to our safeguarding policy and procedures, such as our online safety and photography policies
- report any concerns or allegations of abuse, including lower-level concerns and poor practice, to our safeguarding lead
- listen to any concerns from children, young people, parents, carers, staff and volunteers
- challenge and address any negative, aggressive or bullying behaviour
- 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 18** is illegal
- keep your coaching and safeguarding training up to date
- keep children in your sessions as safe as possible:
  - supervise appropriately
  - use constructive and positive methods of developing children's skills
  - use safe methods and techniques in line with your training
  - maintain appropriate staffing ratios as outlined in our policy
  - make sure equipment is fit for purpose, safe to use and accessible
  - stop play if an injury happens – call for a first aid and call for additional help if needed
- behave appropriately while representing our organisation
- promote a healthy, safe environment and culture – where smoking, vaping, and drinking alcohol will not be permitted and will be challenged
- be a positive role model for our young people and staff – you represent our organisation

**Note:** The terms 'child' and 'children' describe any person under the age of 18.

# PLAY BY THE RULES

## Our promise to you

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

- enjoy the time you spend with us
- feel welcomed and included
- be listened to and feel valued
- be supported in your role within our club or activity
- be informed of safeguarding and reporting procedures and what you need to do if something is not right
- have access to ongoing training in all aspects of your role
- be involved and contribute towards decisions within the club or activity
- be respected and treated fairly by us and our governing body
- be protected from physical or emotional abuse from children, parents and carers, and other members of staff and volunteers,
- be supported to resolve any conflicts or concerns

## Consequences

If any member of staff or volunteer's behaviour does not uphold these codes of conduct, this will be addressed, with the aim of resolving the issue as promptly as possible.

Persistent concerns or breaches may result in disciplinary action with the involvement of governing bodies, which could lead to dismissal from the organisation if deemed necessary.

**We expect all our staff and volunteers to follow the behaviours outlined in this code**