



Code of Conduct – Staff & Volunteers

As a member of staff or volunteer with County Durham Sport, we'd like you to:

- Implement our safeguarding policy & procedures (Children and Adult)
- Report any concerns about or allegations of abuse or poor practice to our safeguarding lead officer (Becks Lippe – Assistant Chief Exec)
- Listen to any concerns that parents, young people or adults 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 and adults.
- Keep coaching and safeguarding training up to date
- Keep participants in your sessions safe by supervising appropriately, using safe methods and techniques and by putting participants safety first.
- Make sure you've got appropriate staffing ratios of adult to participant before the sessions begins
- Ensure equipment is fit for purpose, safe to use and accessible
- Respect children and adults trust and rights whilst being honest and open with them
- Champion everyone's right to take part and celebrate differences by not discriminating against anyone, regardless of gender, ethnicity, sexual orientation or ability
- Use constructive and positive methods of developing children's and adults' skills, without humiliating or harming them
- Behave appropriately online in accordance with County Durham Sports social media policy
- Challenge and address instances of poor, negative. Aggressive or bullying behaviour amongst young people or adults
- Lead by example when it comes to good sportsmanship, positive behaviour and commitment to sport
- Help make County Durham Sport and our events a friendly and welcoming place to be



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

- Enjoy the time you spend with us and be supported in your role
- 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
- Be involved and contribute towards decisions within the organisation
- Be respected and treated fairly by us
- Feel welcomed, valued and not judged based on your ethnicity, gender, sexuality or ability
- Be protected from physical or emotional abuse from children or adults and be supported to resolve conflicts

We expect all of our staff and volunteers to follow the behaviours and requests 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 will address the problem straight away and aim to resolve the issue

Continued issues and repeated breaches of this code may result in County Durham Sport taking disciplinary action against you with the involvement of governing bodies and ultimately your dismissal from the organisation

Signature of staff member: _____

Print Name: _____

Date: _____

Signature of line manager: _____

Print Name: _____

Date: _____