

## County Durham Sport - Code of Conduct

Whilst it is important for County Durham Sport employees and volunteers to understand their responsibilities with children and young people, the points highlighted in this code of conduct can easily be applied and be adopted by all coaches, club and county officials, development officers, other volunteers, competition organisers and any others who meet children and young people through sport and physical activity.

All County Durham Sport employees and volunteers must agree to the following code of conduct prior to commencing their role: -

1. Be professional and maintain the highest standards of personal behaviour and appearance at all times.
2. Be aware of situations, which can be misconstrued or manipulated by others. For example, if you are alone with a child in any setting, you are open to the possibility of allegations about your behaviour.
3. Be vigilant and aware of how actions can be misinterpreted. For example, adolescents can have emotional feelings towards older people in positions of authority. Whilst these should not be dismissed and the youngster hurt as a result, neither should they be encouraged in any way.
4. Not appear to favour or show interest in one child more than another.
5. Never swear or use or respond to sexual innuendo.
6. Not be under the influence of drink, drug or any substance.
7. Design and use training methods and training programmes which are wholly appropriate to the individual player.
8. Ensure that, as far as possible, you are not alone when working with young people on an individual basis. If this is unavoidable then the parents should be made aware of the situation. This also means that young people should not be alone in cars or homes with you. The presence of others is an insurance against false accusations.
9. Conduct all dealings with children and young people in a public environment in full view of others, in order that all behaviour can be observed.
10. Ensure that any disciplinary measure or sanction is non-violent and does not involve humiliating children and young people.
11. On any tours or trips away from home, ensure that another adult is always present when working with children and young people.
12. Report any concerns within the area of Child Protection in confidence and without delay, to the designated person for child protection within the organisation hosting the activity or the County Durham Sport lead safeguarding officer or Deputy.
13. Never discuss an allegation or suspicion with another person, other than Children's Services Social Care / the Police, before one of the above persons (in point 12) has been contacted.
14. When reporting an allegation or suspicion, record information, including relevant details using the Single Contact Form.
15. Respect the rights and dignity of every person and treat everyone equally within the context of their sport and physical activity.
16. When utilising ICT or social media communications channels, agree to abide by the standards laid down in the County Durham Sport Social Media Policy.
17. Place the well-being and safety of the young person above the development of performance.

As a County Durham Sport employee or volunteer I have read, understood and agree to abide by the above Code of Conduct. I understand that disciplinary action may be taken if I fail to comply with this Code of Conduct.

Signed: \_\_\_\_\_ Name (Print): \_\_\_\_\_

Position: \_\_\_\_\_ Date: \_\_\_\_\_