

## LINLITHGOW SPORTS CLUB

### CODE OF CONDUCT FOR PEOPLE WORKING WITH CHILDREN AND VULNERABLE ADULTS (INCLUDING COACHES)

Children and vulnerable adults are able to play sport because of the thousands of adults, both paid and unpaid, who provide opportunities for them to do so. All of these adults have special responsibilities to the children and vulnerable adults they work with. This code of conduct provides clear guidance on the types of practice that will meet these responsibilities. Good conduct not only prevents incidents and allegations, but also helps to highlight any conduct (by other people) that is unsafe or unprofessional.

#### **Those working with children and vulnerable adults should:**

1. Be professional and maintain the highest standards of personal behaviour at all times.
2. Recognise the trust placed in adults by children and vulnerable adults, and recognise the power held over children by adults. Treat this trust and this power with the highest responsibility. Try to work in an open and accountable manner at all times. Work in view of others wherever possible, be wary of working alone and unobserved, and be willing to accept questions or criticism regarding good practice.
3. Expect others to work in an open and accountable manner. Question and criticise the practice of others if necessary.
4. Maintain a professional relationship with children and vulnerable adults. Any form of sexual relationship or activity with a child or vulnerable adult is unacceptable and could lead to disciplinary or legal action.
5. Not be under the influence of drink, drugs or any illegal substance.
6. Use appropriate and respectful forms of discipline and communication. Physical aggression, intimidation, verbal abuse and persistent shouting are not acceptable. Any form of assault (e.g. hitting, kicking, pinching slapping) will be regarded as a serious incident.
7. Use appropriate language. Don't swear, and never make sexual or suggestive comments to a child or vulnerable adult, if they make such comments, be prepared to enforce these boundaries in your response.
8. Not appear to favour or show excessive interest in one child or vulnerable adult over others.
9. Not discriminate against a child or vulnerable adult because of their age, gender, disability, culture, language, racial origin, religious belief or sexual identity.
10. Use physical contact with players only where necessary. If contact is necessary, (e.g. for the purposes of coaching or first-aid), then explain to the child or vulnerable adult what the contact is for, and change your approach if they appear uncomfortable.

11. Design and use training methods and training programmes that are appropriate to the individual child or vulnerable adult.
12. Be aware of situations that could be misunderstood or manipulated by other adults. For example, if a coach or Club member (other than a relative) is alone with a child or vulnerable adult in clubhouse, changing room or car, they may be vulnerable to allegations of misconduct.
13. Be vigilant and aware of how actions can be misinterpreted by children and vulnerable adults. Actions made with good intentions can seem intrusive or intimidating to some children and vulnerable adults. Sometimes children and vulnerable adults become attracted to the adults working with them. Adults should be aware of the impact of their actions, and should sensitively address any misunderstanding.

**If a concern about a child or vulnerable adult's welfare comes to your attention:**

1. Take seriously any suspicion or allegation of abuse, or any disclosure of concern made by a child or vulnerable adult.
2. If a concern comes to your attention, record information, including relevant details. Be sure to record opinions or feelings as such; do not record them as facts. Do not question or interview the people involved in the incident of concern.
3. Report any concerns within the area of child and vulnerable adult protection (physical, emotional or sexual abuse, neglect or bullying), in confidence and without delay, to the club Welfare Officer (contact details below), if unable to contact this person and there appears to be an immediate risk, contact the police or your local social services.
4. Never discuss an allegation or suspicion with another person, (other than the police or social services), before receiving advice from the club, Welfare Officer.

Remember that it is the responsibility of all adults to safeguard children and vulnerable adults in sport.

By recognising, following and discussing the principles behind this code, you are helping to make bad practice and abuse unwelcome in in the club.

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Adopted by the Linlithgow Sports Club Committee on 14<sup>th</sup> June 2018