

## **CODE OF CONDUCT FOR HCSC STAFF AND VOLUNTEERS**

- Respect the rights, dignity and worth of every person within the context of sport.
- Treat everyone equally and do not discriminate on the grounds of age, gender, religion, race, sexual orientation or disability.
- If you see any form of discrimination, do not condone it or allow it to go unchallenged.
- Place the well - being and safety of young people above the development of performance.
- Develop an appropriate working relationship with young people, based on mutual trust and respect.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines and with the young person's full consent and approval.
- Always work in an open environment (e.g. avoid private or unobserved situations and encourage open interaction)
- Do not engage in any form of sexually related contact with a young person. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms.
- Know and understand HCSC's welfare policy and procedures.
- Respect young people's opinions when making decisions about their participation in sport.
- Inform players and parents of the requirements of sport.
- Be aware of and report any conflict of interest as soon as it becomes apparent.
- Display high standards of language, manner, punctuality, preparation and presentation.
- Do not smoke, drink alcohol or use banned substances whilst actively working with young people in the club. This reflects a negative image and could compromise the safety of young people.
- Do not give young people alcohol when they are under the care of the club.
- Hold relevant qualifications and insurance cover.
- Ensure the activities are appropriate for the age, maturity, experience and ability of the individual.
- Promote the positive aspects of sport, e.g. fair play.
- Display high standards of behaviour and appearance.
- Ensure that you attend appropriate training to keep you up to date with your role and the welfare of young people.
- Report any concerns you may have in relation to a young person, following reporting procedures laid down by the club.