

Safeguarding Staff and Volunteer Code of Conduct



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Introduction and terms

This document should be read alongside the Activity Alliance Safeguarding Children, YP and adults at risk policies, these can be found: [Activity Alliance Safeguarding](#). Most National Governing Bodies (NGBs), activity organisers and coaching organisations require staff/volunteers to adhere to their code of conduct or code of behaviour. All Activity Alliance Staff/ Volunteers must be made aware of the activity alliances code and remain vigilant throughout any event or activity ensuring that it is implemented by everyone involved in an activity.

By agreeing to take part in any activity alliance events or associated activity, individuals are agreeing to the principles suggested by the NSPCC and outlined in the following:

Principles

An environment which allows bullying, shouting, racism, or sexism is not acceptable.

Rights

Staff/volunteers working at any event/activity must respect the rights of children, young people, and adult participants, promoting their welfare and their individual needs.

Relationships

Staff/volunteers should promote relationships with participants and others that are based on openness, honesty, trust, and respect. They must not engage with participants in behaviour that is abusive or inappropriate, including inappropriate use of social media and technology to communicate with children and young people. They must respond to any concerns about a child's welfare, and work in partnership with other organisations in the child's best interests. As indicated in the Activity Alliances guidance and policies.

Responsibilities

Staff/volunteers must demonstrate proper personal/professional behaviour at all times, promoting positive role models for the children, young people, and adults they are working with. Staff must ensure that children and young people are provided with a safe environment which maximises benefits and minimises risks to them. In addition to this staff/volunteers must take due account of their own use of social media both at any activity and their personal use.

Blogging and social media are popular hobbies; Activity Alliance staff and volunteers are justifiably proud of their contributions to activities and may mention this on their internet postings. However, staff and volunteers must keep in mind the code of conduct when they engage in any activity within their personal social media environment. When posting information online that could relate to Activity Alliance work or activity the following principles must be followed:

- Add a disclaimer: If staff/volunteers mention that they work for Activity Alliance in their profile on a social media site they need to state that "all opinions expressed here are my own and not that of the Activity Alliance."

- Do not breach confidentiality: Never make any reference to individual children, a young person or adult participants or use their names.
- Be mindful: Once you have mentioned your association with Activity Alliance any negative behaviour or activity within the social media environment could be indirectly associated with the organisation.

Equity

All staff/volunteers must demonstrate commitment to respecting differences between staff and participants in terms of gender, sexual orientation, race, ethnicity, disability, culture, and religious belief systems.

Principles of Participation and Codes of Conduct

The success of any activity depends on developing a positive and safe environment where everyone is treated with respect, and **everyone takes responsibility for their own behaviour**. Everyone at an activity will be asked to sign up to the activities Principles of Participation and Codes of Conduct.

For participants these are about:

- fair play
- equity
- inclusiveness and tolerance
- responsibility
- friendship

Breaches of the code of conduct will be dealt with through disciplinary procedures and parents/carers will be made aware of the possibility that their child could be sent home at their own expense for a serious breach of the code of conduct.

For more information, please contact info@activityalliance.org.uk or call 01509 227750
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