



Child Protection  
in Sport Unit

NSPCC

# The Anchormen Dance Teams

## Code of Conduct for Staff and Volunteers



**Note:** Where we refer to 'parents' we mean parents and carers inclusively. The term 'children' or 'child' describes any person under the age of 18.

**As a member of staff or a volunteer in our organisation, we'd like you to:**

- ✓ Implement our safeguarding policy and procedures
- ✓ Report any concerns about or allegations of abuse to our Safeguarding Lead
- ✓ Listen to any concerns that parents or young people 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. Engaging in sexual behaviour with any child under the age of 16 is illegal
- ✓ Keep any coaching and safeguarding training up to date
- ✓ Keep children in your sessions safe by supervising appropriately, using safe methods and techniques and by putting children's safety first
- ✓ Make sure you've got appropriate staffing ratios of adult to participant before the session begins
- ✓ Ensure equipment is fit for purpose, safe to use and easily accessible
- ✓ Respect children's trust and rights whilst being open and honest with them
- ✓ Champion everyone's right to take part and celebrate difference within our organisation or by not discriminating against anyone, regardless of gender, race, sexual orientation or ability
- ✓ Stop the activity if an injury happens, administer first aid and call for help when necessary
- ✓ Use constructive and positive methods of developing children's skills, without humiliating or harming them
- ✓ Behave appropriately online in accordance with our online safety and acceptable use policy
- ✓ Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst young people

March 2022 Review date March 2023

Designated Safeguarding Lead: Rachel Charrosin Email: [ellandanchormen@gmail.com](mailto:ellandanchormen@gmail.com)

- ✓ Lead by example when it comes to good sportsmanship, positive behaviour and commitment to the sport
- ✓ Develop positive relationships with parents and catch up with them regularly about their child's development
- ✓ Make our organisation a friendly and welcoming place to be

**As a member of staff or a volunteer, 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 activity
- ✓ be respected and treated fairly by our governing body
- ✓ feel welcome, valued and not judged based on your race, gender, sexuality or ability
- ✓ be protected from physical or emotional abuse from children or parents and be supported to resolve conflicts

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