



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

August 2025 Review date August 2026

Designated Safeguarding Lead: Clare Smith Email: safeguarding@anchormen.org.uk

- ✓ 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
- ✓ 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.



Communicating with Members

Young

To ensure the safety and wellbeing of all young participants, all communication between volunteer instructors and children must follow strict safeguarding guidelines:

1. Social Media Boundaries
 - Do not accept friend requests or follow requests from young members on any social media platforms (e.g., Facebook, Instagram, TikTok, Snapchat, WhatsApp).
 - Do not interact with young members' personal posts, photos, or videos.
2. Private Messaging
 - You are not permitted to privately message young members under any circumstances.
 - All communication with young members must be made through official channels (e.g., team communication groups where parents are included, email to a parent/guardian, or in person at sessions).
3. If You Receive a Private Message
 - Do not respond privately.
 - Reply once with the parent/guardian included in the message, explaining that parents must be part of all communications.
 - Immediately inform the Safeguarding Lead of the message received, including a screenshot or copy of the message.
4. Transparency
 - All communications with young members should be open, transparent, and accessible to parents/guardians and the safeguarding team.
 - Avoid any language, tone, or content that could be misinterpreted.

MPAUK Safeguarding Policy

All teaching staff should read and review MPAUK's Safeguarding Policy on an annual basis:
<https://mpauk.org.uk/policies/MPAUK%20Policy%20Document%20-%20Safeguarding.pdf>