



CODE OF CONDUCT FOR STAFF AND VOLUNTEERS

As (position) of Crewe and Nantwich Korfball Club,
I will use my best endeavours to work within the following guidelines.

I will demonstrate good practice by:

- Treating all young people equally and with respect and dignity
- Always putting the welfare of each young person first, before winning or achieving goals
- Building balanced relationships based on mutual trust which empowers children to share in the decision-making process
- Including young people in committee decisions to ensure that the young person's voice is heard.
- Making sport fun, enjoyable and promoting fair play
- Keeping up to date with the technical skills, qualifications and insurance in sport
- Being an excellent role model – this includes not smoking or drinking alcohol in the company of young people.
- Maintaining a safe and appropriate distance with young persons. It is not appropriate to have an intimate relationship with a young person or share a room with them.
- Ensuring that if any form of physical contact is required, young people should always be consulted and their agreement gained. Some parents are becoming increasingly sensitive about physical support and their views should always be carefully considered and respected.
- Involving parents wherever possible, e.g. for the responsibility of their children in the changing room. If Clubs/Associations have to supervise in the changing rooms, always ensure volunteers work in pairs.
- Giving enthusiastic and constructive feedback rather than negative criticism
- Recognizing the developmental needs and capacity of young people – avoiding excessive training or competition and not pushing them against their will
- Always working in an open environment. Arrange that, as far as possible, an adult is not left alone with a young person where there is little or no opportunity of the activity being observed by others. This good practice can be as much benefit to the adult as to the young person.
- Always having at least two adults present with a group.
- Always ensuring appropriate ratios of leadership to children are observed according to age and gender. The BKA recommends an adult to child ratio of 1:8 for players aged 8 and under and 1:12 for players aged over the age of 8.
- Thinking about use of premises. For example do not expect children or young people to have to walk along a dark unsupervised path in order to access the toilets.
- Securing parental consent in writing to act in loco parentis, if the need arises to give permission for the administration of emergency first aid and/or other medical treatment

- Keeping a record of each activity/session. This record should include a register of children and staff and details of any significant incidents, including injuries that occur, along with the details of any treatment given
- Requesting written parental consent if club officials are required to transport young people in their cars.

I will avoid:

- Spending time alone with young people away from others.
- Taking young people alone on car journeys however short.
- Taking young people to my home if they will be alone with me.

If cases arise where these situations are unavoidable, they will occur with the full knowledge and consent of the Club/Association Child Protection Officer and the child's parents.

I will never:

- Engage in rough, physical or sexually provocative games, including horseplay.
- Share a room with a young person
- Allow or engage in any form of inappropriate touching
- Permit young people to use inappropriate language unchallenged
- Make sexually suggestive comments to a young person, even in fun
- Do things of a personal nature for young people that they can do for themselves
- Invite or allow young people to stay with me at my home unsupervised
- Reduce children to tears as a form of control
- Refer to a child's ethnicity, disability, gender or sexuality in a way which is derogatory
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.

Signed: _____

Date: _____

Name: _____

FOR CLUB/ASSOCIATION USE ONLY

Date Form received:

Signed:

Club/Association Chair/Secretary: