



NEWTONMORE CAMANACHD CLUB

CHILD PROTECTION CODE OF CONDUCT

MAY 2018

A **Code of Conduct** provides clear expectations of members, volunteers and coaches and the specific responsibilities they must uphold as a member.

All members of the Newtonmore Camanachd Club are bound by this Code of Conduct together with the Club's Child Protection Policy.

The Code of Conduct provides a set of standards of acceptable and unacceptable behaviour for members, volunteers and coaches when working with children and young people and was developed to achieve good practice and to reinforce common sense principles.

This code of conduct details the type of practice required by all members, volunteers and coaches of the Club when in contact with children and young people. The types of practice are categorised into good practice, practice to be avoided and practice never to be sanctioned.

Suspensions or allegations of non-compliance of the Code by a member, volunteer or coach will be dealt with according to the club's Child Protection Policy

GOOD PRACTICE

Newtonmore Camanachd club supports and requires the following good practice by members when in contact with children and young people.

- Make sport fun, enjoyable and promote fair play.
- Always work in an open environment, e.g. avoid private or unobserved situations and encourage an open environment for activities.
- Treat all children and young people equally, with respect, fairness and dignity and do not discriminate on any grounds whatsoever.
- Put the welfare of each child or young person first before winning or achieving performance goals.
- Be an excellent role model including not smoking, drinking alcohol, swearing or using other inappropriate language in the company of children and young people.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Ensure that if any form of manual or physical support is required for a children and young people, it is provided openly, the children and young people are informed of what is being done and their consent is obtained.
- Deliver educational instruction first verbally; secondly role-modelled; and thirdly, and only if necessary, with hands on - which must be accompanied by telling the children and young people where you are putting your hands and why it is necessary and obtaining their consent.

- Involve parents, guardians and carers wherever possible.
- Build balanced relationships based on mutual trust that empower children and young people to express their views and to share in the decision-making process.
- Recognise the developmental needs and capacity of children and young people and avoid excessive training or competition and either pushing them against their will or putting undue pressure on them.

PRACTICE TO BE AVOIDED

In the context of a coaches role with Newtonmore Camanachd Club, the following practice should be avoided:

- Avoid having 'favourites' - this could lead to resentment and jealousy by other children and young people and could lead to false allegations.
- Avoid spending excessive amounts of time alone with children and young people away from others.
- Ensure that when children and young people are taken away from home overnight, that adults avoid entering their rooms unless in an emergency or in the interests of health and safety. If it is necessary to enter rooms, the door should remain open whenever possible.
- Avoid taking children and young people to your home, unless it can be clearly demonstrated that this is relevant to the role you are undertaking within the game.
- Avoid, where possible, doing things of a personal nature for children and young people that they can do for themselves.

Important Note

It may sometimes be necessary for members to do things of a personal nature for children and young people, particularly if they are very young, affected by disability or vulnerable.

These tasks should only be carried out with the full understanding and consent of the child or young person and, where possible, their parents or guardians.

It is important to respect their views. If a person is fully dependent on you, talk with him/her about what you are doing and give choices where possible, particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a child or young person to carry out particular activities.

Do not take on the responsibility for tasks for which you are not appropriately trained.

PRACTICE NEVER TO BE SANCTIONED

In the context of a coaches role within Newtonmore Camanachd Club, the following practices should never be sanctioned:

- Never engage in 'rough and tumble' games which could be misinterpreted.
- Never engage in rough or physical contact except as permitted within the rules of the game of shinty.
- Never form intimate emotional or physical relationships with children or young people.
- Never allow or engage in touching a child or young person in a sexually suggestive manner.
- Never allow swearing or the use sexualised language by children and young people to go unchallenged.
- Never make sexually suggestive comments to a child or young person, even in fun.
- Never reduce a child or young person to tears as a form of control.
- Never allow allegations made by a child to go unrecorded or not be acted upon.
- Never share a room with a child or young person for sleeping accommodation.
- Never invite children or young people to stay with you at your home.
- Never permit any activity among children that could be interpreted as bullying.

Important note

In special cases sharing a room may be required for health and safety reasons or if the child is very young or particularly vulnerable. If so, explain why this is necessary to the child or young person and their parent or guardian and seek their consent. Where possible ensure that at least two adults are in the room, preferably male and female.

FIRST AID TREATMENT OF INJURIES

If, in your capacity as a member of Newtonmore Camanachd Club, a child requires first aid or any form of medical attention whilst in your care, then the following good practice must be followed:

- Be aware of any pre-existing medical conditions, medicines being taken by participants or existing injuries and treatment required.
- Keep a written record of any injury that occurs, along with the details of any treatment given.
- Where possible, ensure access to medical advice and/or assistance is available.
- Only those with a current, recognised First Aid qualification should respond to any injuries.
- Where possible, any course of action should be discussed with the child or young person and their permission sought before any action is taken.
- In more serious cases, assistance must be obtained from a medically qualified professional as soon as possible.
- The child's parents/guardians or carers must be informed of any injury and any action taken as soon as possible, unless it is in the child's interests and on professional advice not to do so.

For taking and transporting children and young people away from home

If it is necessary to provide transport to take children and young people away from home, the following good practice must be followed:

- Where practicable, request written parental/guardian consent if members are required to transport children and young people
- Always tell another member that you are transporting a child or young person, give details of where you are going, the expected departure and return time.
- Ensure all vehicles are fully roadworthy and correctly insured (members driving must give this assurance to club officials and hold a valid driving licence). All minibus drivers must be PVG members have completed the necessary driving instruction.
- All reasonable safety measures are taken, e.g. children in the back seat, seatbelts are worn by each child, no loose baggage or equipment that can cause injury.
- Ensure, where possible, a male and female accompany mixed groups of children and young people. These adults should be familiar with and agree to abide by the clubs Child Protection Policy and procedures.

- Be prepared to provide a written note of the proposed journey and event to which the journey pertains. This should be provided to other members and parents/guardians, if requested.

REPORTING

Report, Record and Inform if the following occur:

- If you accidentally hurt a child or young person
- If a child or young person seems distressed in any way.
- If a child or young person misunderstands or misinterprets something you have said or done.
- If a child or young person seems to be sexually aroused by your actions.
- If a child or young person appears to be forming an inappropriate attachment (e.g. crush) to you or a fellow coach.
- If a child or young person needs to be restrained.
- If members have concerns about an incident involving a child or young person that seems untoward or unusual, they must report their concerns as soon as possible to the Club Child Protection Officer. Parents should also be informed of the incident as soon as possible unless it is not in the child's or young person's interests to tell them.