



The Northern Club Positions of Trust – Code of Conduct (Feb 2019)

We want the Northern Club to be a safe, fun and welcoming place for all. The following are a set of expectations for those in positions of trust who play a key role in helping us to achieve this.

Those in a position of Trust are those in roles including (but not exclusive to) the following: Committee Members, Captains, Coaches, Umpires, Officials, Parent Helpers, Welfare Officers.

1. Welfare/safeguarding training is undertaken by all a minimum of every three years at the recommended level for your role. Your welfare officer will advise on this
2. DBS checks and references are undertaken as appropriate as part of recruitment processes
3. Adhere to code of ethics, behaviours and good practice advocated by governing bodies
4. Age appropriate language is used, including consideration and challenging of bad language in the presence of those under 18
5. Those in positions of trust should be approachable and try to involve children, young people and wider members in having a voice in the planning and running of the club
6. Avoid one to one time with a child (anyone under the age of 18) e.g. collecting equipment on your own with a child, giving lifts, taking children to the toilet etc. If this cannot be avoided consider and act upon how the situation can be best risk managed
7. Give clear information and don't assume a young person or parent knows what to expect
8. Adults should avoid having children/young people (under 18s) as friends on personal social media sites as this can blur relationship boundaries. Communication when using social media should be via club groups which allow for open and transparent messaging. Parents of under 18's should also be invited to be part of these groups.
9. It is strongly recommended that emails and text messages are sent to parents / carers rather than to children / young people directly. Where children are contacted directly, information should be copied to parents / carers and someone holding a recognised position of club responsibility.
10. Personal details of children and families should be kept securely
11. Do not show favouritism
12. In the taking off photos/videos it must be confirmed all children (under 18s) have provided consent and the purpose of photographing/videoing is agreed. The agreement of use of adult's photo's/images should also be given due regard.
13. Promote the wider benefits of the Northern club and club membership
14. Refer to the Governing Body Junior selection policies for guidance relating to juniors (aged 13-18) playing in Senior games
15. Maintain professional and healthy relationship boundaries – Coaches and others in positions of authority and trust in relation to sports participants aged 16 and 17 years must not engage in sexual relationships with them while that unequal power relationship exists
16. The purchasing of alcohol for under 18s is prohibited, as is the drinking of alcohol by under 18's at events unless under the supervision of parents
17. Privacy for young people (under 18s) using changing rooms alongside adult's should be given. If adults and young people need to share a changing facility, the club must have consent from the parents that their child/children can share a changing room with adults in the club. Under 18s should not be alone in a changing room with just one other adult.
18. Any child/adult welfare concerns, or concerns about poor practice or abuse should be raised with a club welfare officer immediately. Where appropriate, concerns should be escalated to the appropriate Sports Governing Body or Local Authority.
19. To view our club Safeguarding Policy Statement and other related policies, go to <http://northernclub.uk/club-policies/>