



## Code of Conduct for Working with Children

Purley Bury Tennis Club has adopted the following Code of Conduct for adults who work with children at the club. Good conduct not only prevents incidents and allegations, but also helps to highlight any conduct (by other people) that is unsafe or unprofessional.

Those working with children at the club should:

1. Be professional and maintain the highest standards of personal behaviour at all times
2. Maintain a professional relationship with children
3. Any form of sexual relationship or activity with a child is unacceptable and could lead to disciplinary/legal action
4. Recognise the trust placed in adults by children and the power held over children by adults - treat this trust and this power with the highest responsibility
5. Try to work in an open and accountable manner at all times; be wary of working alone and unobserved
6. Expect others to work in an open and accountable manner. Question and criticise the practice of others if necessary
7. Not be under the influence of drink, drugs or any illegal substance
8. Use appropriate and respectful forms of discipline and communication - physical aggression, intimidation, verbal abuse and persistent shouting are not acceptable and any form of assault (e.g. hitting, kicking, pinching, slapping) should be regarded as a serious incident
9. Use appropriate language - don't swear, and never make sexual or suggestive comments to a child
10. Not appear to favour one child or show interest in one child more than another
11. Not discriminate against a child because of their age, gender, disability, culture, language, racial origin, religious belief or sexual identity
12. Use physical contact with players only where necessary e.g. for the purposes of coaching or first aid, then explain to the child what the contact is for, and change your approach if he or she appears uncomfortable
13. Design and use training methods and training programmes that is appropriate to the individual child
14. Be aware of situations that could be misunderstood or manipulated by other adults
15. Be vigilant and aware of how actions can be misinterpreted by children:
  - Actions made with good intentions can seem intrusive or intimidating to some children
  - Adults should be aware of the impact of their actions

If a concern about a child's welfare comes to your attention:

16. Take seriously any suspicion or allegation of abuse, or any disclosure of concern made by a child or adult:
  - a. record information, including relevant details
  - b. record opinions or feelings as such; do not record them as facts

c. do not question or interview the people involved in the incident of concern

17. Report any concerns within the area of Child Protection (physical, emotional or sexual abuse, neglect or bullying), in confidence and without delay, to the Club Welfare Officer, Kelly Rowland Tel:07930444417 Email address: pbtcwelfare@gmail.com\_or LTA CPO. If they cannot be contacted and there appears to be an immediate risk, contact the police or your local social services.

18. Never discuss an allegation or suspicion with another person, (other than the police or social services), before receiving advice from our Welfare Officer, County or LTA Child Protection Officer. Remember that it is the responsibility of all adults to safeguard children in sport. By recognising, following and discussing the principles behind this code, you are helping to make bad practice and abuse unwelcome in tennis. For more information on issues like these, go to [www.lta.org.uk/childprotection](http://www.lta.org.uk/childprotection)