

SAFE AND INCLUSIVE CODE OF CONDUCT

All DTSC employees, volunteers, members and guests are required to abide by this Code of Conduct at all times.

Everyone in DTSC should:

- Prioritise the well-being of all children and adults.
- Treat all children and adults fairly and with respect.
- Be a positive role model. Act with integrity, even when no-one is looking.
- Help to create a safe and inclusive environment both on and off court.
- Not allow any rough or dangerous behaviour, bullying or the use of bad or inappropriate language.
- Report all concerns, allegations of abuse or poor practice to the club Welfare Officer.
- Not use any sanctions that humiliate or harm a child or adult.
- Recognise diversity and make all reasonable efforts to meet individual needs.
- Keep clear boundaries between professional and personal life, including on social media.
- Have the relevant consent from parents/carers, children and adults before taking or using photos and videos.
- Refrain from making physical contact with children or adults unless it is necessary as part of the sport/training session.
- Refrain from smoking and consuming alcohol during sporting or coaching sessions.
- Ensure roles and responsibilities are clearly outlined and everyone has the required information and training.
- Avoid wherever possible being alone with a child or adult at risk unless there are exceptional circumstances.
- Refrain from transporting children or adults at risk, unless this is required as part of a club activity (e.g. lifts to matches, tournaments or associated activities).
- Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such. It is illegal to have a relationship with anyone under 18 if you are in a position of trust. It is illegal to have a sexual relationship with anyone under 16, whether they give consent or not.

Doing nothing is NOT an option: report all concerns and disclosures as soon as possible, following the Concern Reporting Procedure (on the Safeguarding Notice Board). If someone is in immediate danger, call the police (999).

The Code of Conduct should be interpreted in a spirit of integrity, transparency and common sense, with the best interests of children and adults at risk as the primary consideration.