



Code of Conduct Working with Children

The expectations we place on our
cricket volunteers and what
children and parents or carers can
expect of them

Last reviewed: July 2020

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Code of conduct for working with children

Good Practice

- Remember you are a role model – be welcoming, positive, encouraging and respectful
- Make cricket fun, enjoyable and promote fair play
- Implement Glenrothes Gladiators 'Safe in Cricket' guidelines (<https://rebrand.ly/GladiatorsSafe>)
- Treat all children equally, with respect, dignity and fairness
- Involve parents/carers wherever possible
- Build balanced relationships based on mutual trust
- Include children in the decision-making process whenever possible
- Work with children in a public place, wherever possible
- Put the wellbeing of each child first before winning or achieving performance goals
- Give enthusiastic and constructive feedback
- Recognise the developmental needs and capacity of children
- Challenge instances of poor practise, abuse or bullying

Unacceptable Practice

- Putting excessive pressure on children, pushing children against their will
- Giving only negative feedback
- Unequal treatment that could lead to resentment, jealousy or misinterpretation
- Spending a lot of time alone with children away from others
- Assisting with bathing or dressing tasks that children can do for themselves
- Smoking, drinking alcohol, misuse of illegal substances or the use of foul or offensive language
- Taking photographs without the appropriate consent
- Unofficial communication with a child through telephone or social media

- Allowing allegations or observations of bullying or abuse to go unchallenged, unrecorded or not acted on
- Failing to pass on a disclosure from a child about potential abuse
- Rough physical contact or games between adults and children
- Forming intimate emotional, physical or sexual relationships with children
- Touching a child in a sexually suggestive way, playing sexually provocative games or making sexually suggestive comments to a child, even in fun
- Allowing the use of swearing, sexualised, racist or homophobic language by staff/volunteers or children
- Threatening, coercing or bullying a child or deliberately reducing a child to tears as a form of control
- Inviting or allowing children to stay with you at your home or sharing a bedroom alone with a child

Volunteers Agreement

I have read and agree to abide by this Code of Conduct. I have also read and agree to abide by the Glenrothes Gladiators 'Child Welfare and Protection Policy' (<https://rebrand.ly/GladiatorsWelfare>), and associated procedures and guidelines in our 'Safe in Cricket' policy (<https://rebrand.ly/GladiatorsSafe>).

Name of volunteer:

Signature:

Date:

Witnessed by:

Club Child Wellbeing and Protection Officer / delegated volunteer

Signature:

Date:
