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**Code of Conduct for Adults Working With Children**

**Rights**

* Respect the rights, dignity and worth of every person
* Help create an environment where all children have an equal opportunity to participate
* Help create and maintain an environment free of fear and harassment
* Recognise the rights of all children to be treated as individuals
* Recognise the rights of parents and children to confer with other coaches and experts
* Promote the concept of a balanced attitude, supporting the well-being of the child both in and out of golf
* Do not discriminate on the grounds of sex, marital status, race, colour, disability, sexuality, age, religion or political opinion
* Do not condone or allow to go unchallenged any form of discrimination or prejudice
* Do not publicly criticise or engage in demeaning descriptions of others
* Communicate with children in a manner that reflects respect and care

**Relationships**

* Develop relationships with parents and children based on openness, honesty, mutual trust and respect
* Do not engage in any behaviour that constitutes any form of abuse (physical, sexual, emotional abuse, neglect or bullying)
* Be aware of the physical limits of children and ensure that training loads and intensities are appropriate
* Ensure that physical contact is appropriate and necessary and is carried out within

 recommended guidelines

* Always try to work in an open environment (e.g. avoid private or unobserved situations). Do not engage in any form of sexually-related contact with children. Sexual innuendo, flirting or inappropriate gestures and terms are also unacceptable
* Promote the welfare and best interests of children
* Explain to parents, as appropriate, the potential impact of the coaching programme on the child
* Arrange to transfer a child to another personal coach if it is clear that an inappropriate relationship is developing
* Be familiar with the organisation’s Child Protection Policy and Procedures
* Report any concerns you may have in relation to a child or the behaviour of an adult, and follow reporting procedures
* Consider the child’s opinions when making decisions about their participation in golf
* Inform parents and children of the etiquette and practical considerations when playing golf
* Inform parents of any potential financial implications

**Responsibilities and Personal Standards**

* Demonstrate proper personal behaviour and conduct at all times
* Be fair and honest with all children
* Develop an appropriate working relationship with children based on mutual trust and respect
* Always emphasise that the wellbeing and safety of the child is more important than the development of performance
* Do not smoke, or drink alcohol, while actively working with children. Never use recreational or performance-enhancing drugs
* Promote the positive aspects of golf (e.g. fair play, honesty and etiquette)
* Attend appropriate training to enable you to keep up-to-date with your role and matters relating to the welfare of children
* Hold relevant qualifications o Ensure the necessary insurance cover is in place

Burnley Golf Club Welfare Officer Junior Organiser

Kate Walne Ian Duffy