

CODE OF CONDUCT

This Code of Conduct details the type of practice we require all adults working in our group to follow when in contact with children or vulnerable adults. This code of conduct will assist in ensuring the safety of the children or vulnerable adults who participate in our group, promote good practice and reduce the likelihood of false allegations.

When working with children/vulnerable adults:

- Treat everyone equally, and with respect and dignity, face to face and online.
- Always put the care, welfare and safety needs of a child or vulnerable adult first
- Always work in an open environment, avoiding unobserved situations
- Be a good role model, avoiding smoking, drinking or use of bad language in front of children or vulnerable adults
- Give enthusiastic and constructive feedback rather than negative criticism
- Ensure that if any form of manual or physical contact is required during an activity that the child or vulnerable adult is informed of what is required and their consent is obtained
- If children or vulnerable adults have to be supervised in changing rooms ensure you work in pairs
- Ensure that if mixed groups of children or vulnerable adults are taken on trips that they are accompanied by a male and female members of staff/volunteer/helper
- Ensure that when on trips away from home you do not share a room with a child or vulnerable adult, other than your own. Adults should not enter a child's room on their own, except in an emergency. A child/children/vulnerable adult who require/s additional support or supervision may be accompanied by a designated carer, who can provide agreed one-to-one support.
- If personal contact details are obtained by group leaders for trips away or any other reason, they must not be used for personal use and should be deleted after the event.
- Ensure that you do not invite children/vulnerable adults to come to your home
- Obtain written parental consent if you are required to transport a child in your car
- Never engage in rough, physical or sexually provocative games, including horseplay
- Never allow or engage in any form of inappropriate touching
- Never make sexually suggestive comments to a child/vulnerable adult, even in fun
- Social Media can help clubs to disseminate information widely and clubs are encouraged to use social media but to ensure that they do so responsibly.
- Set yourself up securely, think carefully about who you are connected to online.
- Coaches and volunteers should not be friends with juniors online. Do not exchange private messages, phone numbers, personal e mail or photos of a personal nature.
- Use group messaging, phone calls to parents/carers or via a post on a closed club or governing body page rather than via your personal profile.
- Check privacy settings regularly as they can default to public several times a year.

- Never post or share messages, images or videos which are abusive, discriminatory or sexually explicit – all are illegal.
- If you come across or are made aware of inappropriate use of electronic communication or social networking within your group report using your groups Child Protection Procedures/Adult Protection Procedures.
- Be aware of procedures with regard to taking and sharing photos of children.
- Never allow allegations made by a child or vulnerable adult to go unrecorded or not acted upon
- Report immediately any suspicion that a child or vulnerable adult could be at risk of harm or abuse
- Never do things of a personal nature for a child or vulnerable adult, that they can do themselves
- Never form inappropriate emotional or physical relationships with children¹ or vulnerable adults.

In line with the Protection of Vulnerable Groups (Scotland) Act 2007 individuals who harm a child/vulnerable adult or place a child/vulnerable adult at risk of harm and are asked to leave or are moved away from working with children or vulnerable adults will be referred to Disclosure Scotland to determine whether they should be barred from working with children or vulnerable adults.

This was adopted as the Code of Conduct of

“ ” at a
 Committee meeting on
 and is certified as a true copy.

Name
 (print)
 Signature
 Committee
 position
 Date

Name
 (print)
 Signature
 Committee
 position
 Date

¹ Adapted from *A Guide and Training Pack for the Voluntary Sector*, Scottish Executive written by Sue Wheatley
 Updated Jan 2026