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## Crewe United Code of Conduct for Coaches & Volunteers

All coaches and volunteers are encouraged to demonstrate exemplary behaviour in order to protect children/young people in their care and themselves from false allegations. The following are common sense examples of how to create a positive culture and climate within your club.

**As a coach/volunteer within this club/centre I, the undersigned, agree to the following charter:**

- I will respect the rights, dignity and worth of every person and treat everyone equally within the club/centre
- I will develop an appropriate working relationship with children/young people based on mutual trust and respect. I will not exert undue influence to obtain personal benefit or reward
- I will always promote the positive aspects of football (e.g. fair play) and never condone rule violations or the use of prohibited substances
- I will be an excellent role model. This includes not smoking, drinking alcohol, using foul/racial/sectarian language or taking drugs in the company of children/young people.
- I will always work in an open environment (e.g. avoiding private or unobserved situations and encouraging an open environment, e.g. no secrets)
- I will always put the welfare of each child/young person before winning or achieving goals
- I will maintain a safe and appropriate distance with players (e.g. it is not appropriate to have an intimate relationship with a child/young person)
- I will make football, enjoyable and promoting fair play
- I will ensure that if any form of manual/physical support is required, it is provided openly and according to agreed guidelines. If physical support is needed, I will talk aloud to the child/young person explaining what I am doing and why as it is difficult to maintain hand positions when a child/young person is constantly moving. I agree that children/young people should always be consulted before they are touched and their agreement gained. Parental/guardian views about manual support will always be carefully considered.
- I will involve parents/guardians wherever possible (e.g. for the responsibility of their children in the changing rooms) provided they have been successfully vetted, are of the appropriate gender and work in pairs
- I will give enthusiastic and constructive feedback, encouraging achievements rather than using negative criticism
- I will recognise the developmental needs and capacity of children/young people, including those with a disability – avoiding excessive training or competition and not pushing them against their will



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- I will keep a written record or inform the Head Coach/Co-ordinator of any injury that occurs, along with the details of any treatment given
- Bullying is not acceptable behaviour towards anyone, whether coach/volunteer, parent/guardian or child/young player. Anyone found to be bullying others will be dealt with seriously, both in relation to the behaviour exhibited and the reasons for the behaviour
- I will never condone rule violations, rough play or the use of prohibited substances
- I will protect myself from false accusations by not spending excessive amounts of time alone with children/young people away from others, by never taking children/young people to my home and by not administering First Aid involving the removing of children's clothing unless in the presence of others
- I will adhere to all club policies
- I will hold an up to date and nationally recognised coaching qualification and hold appropriate insurance cover
- I will make football fun.

#### **Practices I will avoid:**

- Avoid spending any time alone with children/young people away from others.

#### **Practices Never to Be Sanctioned by Coaches/Volunteers**

The following will never be sanctioned. I will never:

- Engage in rough, physical or sexually provocative games, including horseplay
- Share a room/tent/changing room/bath or shower with a child/young person
- Allow or engage in any form of inappropriate touching
- Allow children/young people to use foul, abusive, sectarian or racial language unchallenged
- Make sexually suggestive comments to a child/young person, even in fun
- Reduce a child/young person to tears as a form of control
- Allow allegations made by a child/young person to go unchallenged, unrecorded or not acted upon
- Undertake personal care for children/young people
- Invite or allow children/young people to stay with me at my home.

#### **Coaches/volunteers have the right to:**

- Access ongoing training and information on all aspects of leading/managing football for children/young people, particularly on safeguarding
- Support in the reporting of suspected abuse



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- Access to professional support services
- Fair and equitable treatment by the governing body/club
- Be protected from abuse by children/young people, other adult members and parents / guardians.

I understand any misdemeanours or breach of this code will be dealt with immediately and reported verbally and in writing to the club chairperson. Persistent breach of the code will result in dismissal from the club.

Dismissals can be appealed by the coach/volunteer with final decisions taken by the club committee.