



Guernsey Walking Football Code of Conduct For Staff & Volunteers

This code of conduct has been developed to support all staff and volunteers working for the Guernsey Walking Football (GWFC). It aims to support your work and to protect you when working.

Note: *As at the time of preparation of this policy the GWFC does not employ staff. This policy would come into place for any appointed staff immediately upon their employment.*

Staff and Volunteers are expected to:

- Implement the GWFC Safeguarding Policies & Procedures
- Report any concerns about or allegations of abuse or poor practice to the Welfare Officer
- Maintain confidentiality
- Listen to any concerns that may arise
- Consider your behaviour. Do not engage in any behaviour that constitutes any form of abuse
- Respect your position of trust and maintain appropriate boundaries and relationships.
- Do not engage in a sexual relationships with anyone for whom you are responsible
- Encourage and guide participants to accept responsibility for their own performance and behaviour
- Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst members
- Never condone rule violations, rough play or the use of prohibited substances
- Stop play if an injury happens, administer minor first aid (if qualified to do so) and call for help when necessary
- Keep participants in your sessions safe by supervising appropriately, using safe methods and techniques and by putting participant's safety first
- Make sure you've got appropriate staffing ratios of adult to participant before the session begins
- Hold appropriate valid qualifications and keep your coaching and safeguarding training up to date
- Ensure equipment is fit for purpose, safe to use and accessible
- Treat everyone fairly and ensure they feel valued. Have no favourites
- Champion everyone's right to take part and celebrate difference. Do not discriminate against anyone, regardless of gender, race, sexual orientation or ability



- Consider the wellbeing and safety of participants before the development of performance.
- Never use sanctions that humiliate or harm anyone.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Be positive, approachable and offer praise
- Provide opportunities that are challenging, new, fun and offer learning experiences in a safe environment.
- Be a role model, displaying consistently high standards of behaviour and appearance (disciplined/committed/time keeping).
- Lead by example when it comes to good sportsmanship, positive behaviour and commitment to sport
- Refrain from smoking and consumption of alcohol during GWFC sessions
- Be a positive ambassador for the GWFC
- Make our sessions a friendly and welcoming place to be

As a member of our Staff, we understand you have the right to:

- Enjoy the time you spend with us and be supported in your role
- Have access to ongoing training in all aspects of your role
- Be informed of our safeguarding and reporting procedures and what you need to do if something isn't right
- Be listened to
- Be involved and contribute towards decisions within the GWFC
- Fair and equitable treatment by the GWFC
- Feel welcomed, valued and not judged based on your race, gender, sexuality or ability
- Be protected from physical or emotional abuse and be supported to resolve conflicts

We expect all of our staff and volunteers to follow the behaviours and requests set out in this code. If any staff member or volunteer behaves in a way which contradicts any of the points set out above, we'll address the problem straight away and aim to resolve the issue.