

# Edinburgh Sports Club

## Code of Conduct for All Members (Adults and Children)

**All members of Edinburgh Sports Club agree to the following Code of Conduct. Any breach of the Code may result in action being taken which may include sanctions/penalties up to and including expulsion from the Club.**

### **Members and visitors (adults and children) are expected to:**

- Help to create and maintain an environment free of intimidation and harassment, in particular towards members of staff.
- Help to create an environment where all have an equal opportunity to participate.
- Communicate with others in a manner that reflects respect and care.
- Demonstrate proper personal behaviour and conduct at all times.
- Promote the positive aspects of our sports when representing yourself or the club (e.g. fair play, honesty and etiquette)
- Be organised and on time out of respect to others.
- Treat organisers, club representatives and coaches with respect.
- Observe instructions or restrictions required by club staff.
- Respect the clubhouse and the property of both the club and other members
- Ensure that banter remains so and does not intimidate or offend others.
- Avoid offensive language or telling sexist or racist jokes which may be overheard in the clubhouse and upset other members or visitors.
- Conduct which appears to fall below the expected standards of the club should be reported to the Club Manager [manager@edinburghsportsclub.co.uk](mailto:manager@edinburghsportsclub.co.uk)

### **Examples of unacceptable conduct:**

- Any form of verbal, physical, sexual and emotional abuse including harassment or bullying towards other members, visitors of staff.
- Offensive and insulting written / email communications to staff, workers, committee representatives or other members.
- Posting hurtful comments or personal attacks on social networking sites.
- Any form of discrimination on the grounds of age, sex, marital status, sexual orientation, gender reassignment, disability, race, colour, nationality, ethnicity, religion or beliefs.
- Illegal behaviour such as smoking indoors or consuming illegal or performance enhancing drugs or stimulants.
- Excessive foul language and loud swearing, in particular in the clubhouse.
- Drunkenness which leads to offensive behaviour.
- Any form of cheating.

In addition to the general Code the following relates to children and adults at risk in the Club. This should be read in conjunction with ESC Safeguarding Statement and Policy.

### **All members of staff and volunteers agree to:**

- Prioritise the well-being of all children and adults at risk at all times.
- Be a positive role model and act with integrity, even when no one is looking.
- Report all allegations of abuse or poor practice to the club Welfare Officer.
- Not use any sanctions that humiliate or harm a child or adult at risk.
- Value and celebrate diversity and make all reasonable efforts to meet individual needs.
- Keep clear boundaries between professional and personal life, including on social media.
- Have the relevant consent from parents/carers, children and adults before taking or using photos and videos.
- Refrain from making physical contact with children or adults unless it is necessary as part of an emergency or congratulatory (e.g. handshake / high five).
- Refrain from smoking and consuming alcohol or illegal drugs during club activities or coaching sessions including when representing the Club.
- Ensure roles and responsibilities are clearly outlined and everyone has the required information and training.
- Avoid being alone with a child or adult at risk unless there are exceptional circumstances.
- Refrain from transporting children or adults at risk, unless this is required as part of a club activity (e.g away match) and there is another adult in the vehicle.
- Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such.
- Not have a relationship with anyone under 18 for whom they are coaching or responsible for.
- Not to have a relationship with anyone over 18 whilst continuing to coach or be responsible for them.

### **All children agree to:**

- Be friendly, supportive and welcoming to other children and adults.
- Play fairly and honestly.
- Respect club staff, volunteers and Officials and accept their decisions.
- Behave, respect and listen to your coach.

- Take care of your equipment and club property.
- Talk to the club Child and Welfare Officer about any concerns or worries they have about themselves or others.

### **All parents / carers agree to:**

- Positively reinforce your child and show an interest in their sport
- Use appropriate language at all times.
- Be realistic and supportive.
- Never ridicule or admonish any child for making a mistake or losing a match.
- Treat all children, adults, volunteers, coaches, officials and members of staff with respect.
- Behave responsibly at the venue; do not embarrass your child or any other child.
- Accept the official's decisions and do not go on court or interfere with matches.
- Encourage your child to play by the rules, and teach them that they can only do their best.
- Deliver and collect your child punctually from the venue.
- Ensure your child has appropriate clothing for the weather conditions.
- Ensure your child understands their code of conduct.
- Adhere to other Edinburgh Sports Club policies such as the Safeguarding statement and policy, and the Equity, diversity and inclusion policy.
- Provide emergency contact details and any relevant information about your child including medical history which may impact on their sport participation such as epilepsy or diabetes.

### **Safety and Responsibility**

- All members will act responsibly and look to protect and ensure the safety of everyone at Edinburgh Sports Club at all times and particularly to consider the well-being and care of junior players and visitors.

### **Club Reputation**

- All members should endeavour to protect and further Edinburgh Sports Club's good reputation at all times. When representing the Club, all players and officials will observe the principles in this Code of Conduct.