

**OXTED LTC**

**Code of  
Conduct  
for ALL**

**2026**

**Junior Members  
Adult Members  
Committee Members**

# Codes of Conduct

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

- Prioritise the well-being of all children and adults at risk at all times
- Treat all children and adults at risk fairly and with respect
- Be a positive role model. Act with integrity, even when no one is looking
- Help to create a safe and inclusive environment both on and off court
- Not allow any rough or dangerous behaviour, bullying or the use of bad or inappropriate language
- 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 during club activities or coaching sessions
- 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
- Be acutely aware of the power that coaches and coaching assistants develop over players in the coaching relationship and avoid any intimacy (sexual or otherwise) with players

## 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
- Respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, culture, religion or sexual identity
- Not use bad, inappropriate or racist language, including on social media
- Not bully, intimidate or harass anyone, including on social media
- Not smoke, drink alcohol or drugs of any kind on club premises or whilst representing the club at competitions or events
- Talk to the club Welfare Officer about any concerns or worries they have about themselves or others

**All parents and carers agree to:**

- Positively reinforce your child and show an interest in their tennis.
- Use appropriate language at all times.
- Be realistic and supportive.
- Never ridicule or admonish a 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.
- 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 that your child understands their code of conduct.
- Adhere to your venue's safeguarding policy, diversity and inclusion policy, rules ,and regulations.
- Provide emergency contact details and any relevant information about your child including medical history.
- **PHOTOS –**
  - photos may be taken by committee members of the club at events / tournaments / matches that may be used in the clubhouse or on the website. If you do not wish this to happen, please let the Chair know.
  - photos may be taken by the Coach during coaching sessions that may be used in the clubhouse or WhatsApp groups of the parents of those squads only.
  - photos taken by club members should have the permission of the subject or their parent, especially if being used on social media
  - if you do not wish your or your child's photo to be used, please opt out by emailing [pammy@justplay.cool](mailto:pammy@justplay.cool)

**The Code of Conduct should be interpreted in a spirit of integrity, transparency and common sense, with the best interests of children and adults at risk as the primary consideration**

This Policy is reviewed every two years (or earlier if there is a change in national legislation).

This Policy is recommended for approval by:

Club Committee Chair **Pammy McNaughton**:

Date: 2026

Club Welfare Officer **Kate York**:

Date: 2026

Committee Members: **Paul Belok, Sarah Tyson, Simon Edwards**

Date: 2026