

CODE of CONDUCT for ALL MEMBERS

Oxted Lawn Tennis Club is committed to prioritising the well-being of **ALL** (including children and adults at risk) and promoting safeguarding at our club at all times. This Policy strives to minimise risk, deliver a positive tennis experience for everyone and respond appropriately to all safeguarding concerns.

All club officials, volunteers, members and others using the club facilities are required to abide by this **Code of Conduct**. This is required in order to support the club in providing a welcoming and safe environment for all children, young people and adults as well as the implementation of its child protection policy and procedures.

Those at the club should at all times:

- Prioritise the well-being of all children and adults at all times
- Respect the rights, dignity and worth of every person within the context of our sports
- Display high standards of behaviour. Always work in an open environment (i.e. avoid private, or unobserved, situations). Act with integrity at all times
- Help to create a safe and inclusive environment both on and off court and promote the Fair Play values: enjoy; respect
- Place the well-being and safety of children above the development of performance
- Value and celebrate diversity and make all reasonable efforts to meet individual needs
- Keep clear boundaries between your professional and personal life, including on social media
- Ensure your own roles and responsibilities, and those of everyone you are responsible for, are clearly outlined and everyone has the information, training and support to carry them out
- Where possible, do not be alone with a child or adult at risk (**NB** LTA guidance does allow for public 1 to 1 coaching as defined within the good practice guidelines)
- Coaches and volunteers must take positive action to protect both themselves and raise concerns if they feel uncomfortably placed in a position of working alone and/or unsupervised
- Do not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such
- Doing nothing is NOT an option: report all concerns and disclosures as soon as possible, following the Concern Reporting Procedure. If someone is in immediate danger, call the police (999)
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- **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 Chairman know.**
 - **photos taken by the Coach during squad sessions will have the relevant consent from parents/carers**
 - **photos taken by club members should ideally have the permission of the subject or their parent, especially if being used on social media**

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