

## **Code of conduct for staff and volunteers.**

Where we refer to “parents” we mean parents and carers inclusively. The term “children” or “child” describes any person under the age of 18.

### **As a Member of Staff or a Volunteer at Kicks we'd like you to:**

- Be friendly and welcoming.
- Use Social Media responsibly.
- Consider your behaviour. Do not engage in any behaviour that constitutes any form of abuse.
- Challenge and address if you witness negative, aggressive or bullying behaviour amongst students.
- Develop positive relationships with parents and do engage with them about their child's development.
- Listen to any concerns that parents or young people have.
- Implement our safeguarding policy and procedures.
- Report any concerns about poor practice or allegations of abuse to our Safeguarding Officer.
- Respect your position of Trust. Maintain appropriate boundaries and relationships with young people.
- Put children's safety first when demonstrating techniques and drills.
- If an injury or accident happens ensure this is dealt with appropriately and logged in the accident book.
- Ensure equipment is safely accessible and is in a good condition.
- Ensure that positive and constructive methods are used to develop children's skills.
- Champion everyone's right to take part and celebrate difference by not discriminating against anyone, regardless of gender, race, sexual orientation or ability.

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

- Be supported in your role.
- Be respected and treated fairly.
- Be listened to.
- Be involved.
- Be supported through training in development of your skills.
- Be informed of safeguarding and reporting procedures and what you need to do if something isn't right.

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

**Continued issues and repeated breaches of this code will result in disciplinary action and ultimately your dismissal from Kicks.**