

CODE OF CONDUCT FOR ADULTS WORKING WITH STUDENT-ATHLETES

Policy NO. – Guidance NO.: 02-03

VERSION: 1.0

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OWNER: Head of
Safeguarding

VERSION HISTORY:			
VERSION	APPROVED BY	REVISION DATE	KEY CHANGE

ABOUT THE CODE OF CONDUCT

We believe in creating nurturing environments for the young student-athletes at Right to Dream that offer them the opportunity to unlock their potential on and off the pitch. We are committed to developing our young student-athletes holistically through a transformative program that includes elite-level football training, a structured academic curriculum, and a character development program. Our holistic model ignites their potential and sets them on the path to achieving their dreams not just in football, but in all aspects of their lives.

Every adult at Right to Dream that engages with our student-athletes plays a role in contributing to their holistic development. As such, they have a duty of care to create a safe, inclusive and positive environment for all. It is important that all staff and others engaged in activities at Right to Dream respect the rights and well-being of our student-athletes. You are confirming your absolute commitment to these values by signing this code of conduct.

This code of conduct sets out Right to Dream's expectations on behaviours that protect our student-athletes human rights and keep them free from harassment, abuse, and exploitation. A shared set of agreed and acceptable behaviours that helps create and maintain a positive, safe, and inclusive environment for all student-athletes

CODE OF CONDUCT

I hereby pledge to follow Right to Dream's Code of Conduct.

I understand and respect the responsibility that comes along with my position as a role model for all student-athletes at Right to Dream.

I will:

- Make football a positive and enjoyable experience.
- Work towards the holistic development of the student-athlete, encouraging their football and educational development as well as the development of character.
- Complete safeguarding awareness training annually.
- Respect the rights, dignity and worth of every student-athlete without discrimination on account of age, race, skin colour, ethnic, national or social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.
- Always report any concern of poor practice or abuse immediately to the designated safeguarding officer or appropriate authorities. I acknowledge that I must report any concerns I may have, and that no action is not an option.
- Lead by example when it comes to good sportsmanship and be a role model for children – this includes not drinking alcohol, taking drugs or using foul, racist, homophobic or other discriminatory language in the presence of student-athletes.
- Respect my position of trust and maintain appropriate boundaries with student-athletes.
- Work with others, such as other coaches, doctors, physiotherapists, and pastoral care staff, in each student-athlete's best interest.
- Work in an open environment and avoid spending time alone with student-athletes away from others.
- Arrive in sufficient time to set up activities and ensure that risk assessments are undertaken as necessary for all activities, programmes, and events involving student-athletes.
- Ensure student-athletes are safe by supervising appropriately and using safe training methods and techniques.

- Always ensure that student-athletes are properly supervised and that arrangements for tournaments and away matches are safe, which includes not sharing rooms with student-athletes.
- Challenge any form of bullying behaviour among and towards student-athletes.
- Communicate in a constructive, age-appropriate manner with student-athletes, never humiliating them.
- Provide meaningful opportunities that empower student-athletes to share in the decision-making process.
- Ensure that confidential information is not divulged unless with the expressed approval of all those concerned or where a case warrants disclosure to relevant authorities.
- Respect student-athlete's privacy, for example not entering showers, changing rooms, bedrooms without permission.
- Ensure that any treatment, e.g. physiotherapy, takes place in an open and supervised environment, rather than in private.
- Encourage student-athletes to take responsibility for their own conduct and performance both on and off the football field.
- Communicate openly and transparently with all student-athletes, or parents/carers where appropriate, making my expectations of them and what they can expect from me clear.

I will never:

- Engage in or allow any verbal, physical or sexually provocative games with or inappropriate touching¹ of student-athletes.
- Engage in any sexual relationship with any student-athlete, including making sexually suggestive comments.
- Groom² or exploit a student-athlete or indeed any child for personal and financial gain.
- Engage in inappropriate use of social media – this includes engaging student-athletes in private social media conversation and never posting comments that could compromise their well-being or cause them harm.
- Reduce a student-athlete to tears or scare or humiliate him/her as a form of control.
- Engage in bullying behaviour or condone bullying behaviour by others including student-athletes.
- Condone rule violations, any form of violence or the use of prohibited substances.
- Intentionally physically hurt or threaten to hurt a student-athlete.

¹ Contact with buttocks, genitals and breasts must be avoided. Staff and others engaged with student-athletes at Right to Dream should never behave in a way that could be interpreted as inappropriate.

² In the context of child sexual exploitation and abuse, grooming is the short name for using children for sexual purposes. A child is any young person under the age of 18 years. Grooming refers to the process of establishing/building a relationship of trust with a child, either in person or through the use of the internet or other digital technologies, to facilitate either online or offline sexual contact.

I understand that failure to abide by this code of conduct will result in appropriate action being taken. This may mean suspension from Right to Dream for a period whilst an investigation is taking place and may result in disciplinary and/or legal action.

By signing the code, I confirm that there are no reasons for concern about my suitability to work with student-athletes at Right to Dream, e.g. previous convictions or allegations of child abuse.

I _____ (please print name)

agree to abide by Right to Dream's Code of Conduct.

Signature: _____ Date: _____