

Code of Conduct for People Working With Children



Children and young people are able to play tennis because of the thousands of adults, both paid and unpaid, who provide opportunities for them to do so. All of these adults have special responsibilities to the children they work with. This code of conduct provides clear guidance on the types of practices Weston Tennis Club has adopted to meet these responsibilities. Good conduct not only prevents incidents and allegations, but also helps to highlight and conduct (by other people) that is unsafe or unprofessional.

Those working with children at Weston Tennis Club should:

- Be professional and maintain the highest standards of personal behaviour at all times.
- Recognise the trust placed in adults by children, and recognise the power held over children by adults. This trust and power should be treated with the highest responsibility.
- Try to work in an open and accountable manner at all times, in view of others wherever possible, and not alone or unobserved.
- Be willing to accept questions or criticism regarding good practice.
- Expect others to work in an open and accountable manner, questioning and criticising the practice of others if necessary.
- Maintain a professional relationship with children. Any form of sexual relationship or activity with a child is unacceptable and could lead to disciplinary or legal action.
- Not be under the influence of drink, drugs or any illegal substance.
- Use appropriate and respectful forms of discipline and communication. Physical aggression, intimidation, verbal abuse, and persistent shouting are not acceptable. Any form of assault (e.g. hitting, kicking, pinching, slapping) should be regarded as a serious incident.
- Use appropriate language, not swearing and never making sexual or suggestive comments to a child. If a child makes such comments, boundaries should be enforced.
- Not appear to favour one child or show interest in one child more than another.
- Not discriminate against a child because of their age, gender, disability, culture, language, racial origin, religious belief, or sexual identity.
- Use physical contact with players only where necessary. If contact is necessary (e.g. for the purposes of coaching or first aid), the child should have explained to them what the contact is for. The approach used should be changed if the child appears uncomfortable.
- Design and use training methods and training programmes that are appropriate to the individual child.
- Be aware of situations that could be misunderstood or manipulated by other adults. For example, if a coach or official is alone with a child in a clubhouse, changing room, or car, they may be vulnerable to allegations of misconduct.
- Be vigilant and aware of how actions can be misinterpreted by children. Actions made with good intentions can seem intrusive or intimidating to some children. Sometimes children become attracted to the adults working with them. Adults should be aware of the impact of their actions and should sensitively address any misunderstanding.



If a concern about a child's welfare comes to our attention, Weston Tennis Club will:

- Take seriously any suspicion or allegation of abuse, or any disclosure of concern made by a child or adult.
- Record information, including relevant details. We will ensure we record feelings and opinions and not treat one person's statement as fact.
- Not question or interview the people in the incident of concern until the appropriate time (if necessary), once the Child Protection Officer and other authorities have been involved.
- Report any concerns within the area of child protection (physical, emotional or sexual abuse, neglect, or bullying) in confidence without delay to the Club's Child Protection Officer and LTA Child Protection Officer. If they cannot be contacted and there appears to be an immediate risk, the police or local social services should be contacted.
- Never discuss an allegation or suspicion with another person (other than the police or social services) before receiving advice from the Club, County or LTA Child Protection Officer.

Weston Tennis Club has also adopted a Policy on the Use of Images of Children and Young People (under the age of 18).

At present, Weston Tennis Club does not organise group travel or overnight stays for junior members. If this changes, the Club will adopt an LTA-approved Policy for travelling and staying away and provide details to all affected members.

Remember that it is the responsibility of all adults (including members and committee members) to safeguard children in sport. By recognising, following and discussing the principles behind this code, we are all helping to make bad practice and abuse unwelcome in tennis.

Weston Tennis Club Child Protection Officer

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LTA Child Protection

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