

## GSC Code of Conduct for Working with Children



For all adults involved with GSC training:-

- Remember you are a role model – be welcoming, positive, encouraging and respectful
- Make sport fun, enjoyable and promote fair play
- Implement GSC Good Practice Guidelines
- Treat all children equally, with respect, dignity and fairness
- Involve parents/carers wherever possible
- Build balanced relationships based on mutual trust
- Include children in the decision-making process when appropriate
- Work with children in a public place, wherever possible
- Put the wellbeing of each child first before winning or achieving performance goals
- Give enthusiastic and constructive feedback
- Recognise the developmental needs and capacity of children
- Challenge instances of poor practice, abuse or bullying
- If a child brings a concern to you, where they feel threatened or unsure in some part of their life, listen carefully, if possible make a note in their words and contact the safe guarding officer.
- **FIS CODE 10 Rules to STAY SAFE ON THE MOUNTAIN (see appendix 1)**
- **Managing Challenging Behaviour (see appendix 2)**

### **Unacceptable Practice**

- Putting excessive pressure on children, pushing children against their will
- Giving only negative feedback
- Unequal treatment that could lead to resentment, jealousy or misinterpretation
- Spending a lot of time alone with children away from others
- Assisting with bathing or dressing tasks that children can do for themselves
- Smoking, drinking alcohol, misuse of illegal substances or the use of foul or offensive language
- Taking photographs without the appropriate consent
- Unofficial communication with a child through telephone or social media
- Allowing allegations or observations of bullying or abuse to go unchallenged, unrecorded or not acted on.
- Failing to pass on a disclosure from a child about potential abuse.
- Rough physical contact or games between adults and children.
- Forming intimate emotional, physical or sexual relationships with children.
- Touching a child in a sexually suggestive way, playing sexually provocative games or making sexually suggestive comments to a child, even in fun.
- Allowing the use of swearing, sexualised, racist or homophobic language by adults or children.
- Threatening, coercing or bullying a child or deliberately reducing to tears as a form of control.
- Inviting or allowing children to stay with you at your home or sharing a bedroom alone with a child.

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**Non adherence to this Code of Conduct may result in sanctions, including but not limited to the following:**

- Verbal or Written warning from Training Committee
- Referral to GSC committee.
- Termination of Contract or volunteer role.

Whether the above steps are followed sequentially or in parallel depends on the severity of the matter(s) under investigation.

Note. If parents have a concern with the performance or actions of a coach they must refer this to the head coach or a training committee member. If, as a coach or volunteer, you are approached directly in an unacceptable manner, in private or in public, speak to the head coach or a committee member or safeguarding officers.

### **In all cases:**

At any point an individual has the right to present their case and in the event of suspension or dismissal can appeal to the committee in person (with support where appropriate), in line with the GSC Responding to Concerns procedures.

Where it is deemed appropriate by the relevant GSC Committee, disciplinary matters may be referred to Snowsport Scotland, as the Club's governing body for advice, assistance or information.

**Where a coach is suspended or dismissed as a club coach, Snowsports Scotland or other relevant governing body or licensing authority, (e.g. BASI) will be informed. If there is a safeguarding concern duty to refer guidelines will be followed. Where there are concerns of criminal behaviour this may be referred to Police Scotland.**

**I have read and agree to abide by this Code of Conduct. I have also read and agree to abide by the GSC Child Wellbeing and Protection Policy, Procedures and Guidelines, in addition to Codes and Policies of my Licensing Authority.**

**Name of coach/volunteer:** \_\_\_\_\_

**Date signed:** \_\_\_\_\_

**Witnessed by:** \_\_\_\_\_

**(Safeguarding Officer/delegated member)**

**Date signed:** \_\_\_\_\_

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Appendix 1

### FIS 10 RULES to STAY SAFE on the MOUNTAIN

*For all mountain users, the International Ski Federation (FIS) has 10 rules for skiers and snowboarders to help everyone stay safe on the mountain. These must be followed at all times in all ski resorts.*

**RESPECT** - Do not endanger others.

**CONTROL** - Adapt the manner and speed of your skiing to your and to the general conditions on the mountain. ability

**ROUTE** - The skier/snowboarder in front has priority - leave enough space.

**OVERTAKING** - Leave plenty of space when overtaking a slower skier/snowboarder.

**STARTING OUT** - Always look in every direction before starting.

**STOPPING** - Stop only at the edge of the piste or where you can be seen easily.

**CLIMBING** - Always keep to the side of the piste.

**SIGNS** - Obey all signs and markings - they are provided for your safety.

**ASSISTANCE** - In case of accidents, provide help or alert the rescue services.

**IDENTIFICATION** - All those involved in an accident, including witnesses, should exchange names and addresses.

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## Appendix 2

### MANAGING CHALLENGING BEHAVIOUR

#### Planning

Sessions should be planned around the group and take into consideration the needs of each child. Sports volunteers/staff should consider previous and likely behaviour. There should be strategies to manage risks agreed in advance. This should identify the appropriate number of adults required to manage and support the session safely, including being able to respond adequately to safeguard the group.

From time to time sports volunteers/staff delivering sport to children may have to deal with challenging behaviour.

The following principles should be applied:

- The wellbeing of all children is the paramount consideration.
- Children must never be subject to any form of treatment that is harmful, abusive, humiliating or degrading and should always be able to maintain their respect and dignity.
- No member of staff should attempt to respond to challenging behaviour by using techniques for which they have not been trained.

None of the following should be used as a means of managing a child's behaviour:

- Physical punishment or the threat of such.
- Withdrawal of communication.
- Being deprived of food, water or access to changing facilities or toilets.
- Verbal intimidation, ridicule or humiliation.

#### Physical Interventions

**Physical interventions should only be used as a last resort to prevent a child from injuring themselves or others or causing serious damage to property. Only the minimum force needed to avert injury to a person or serious damage to property should be used and applied for the shortest period of time. Physical intervention must not ever be used as a form of punishment.**