

# Code of Conduct for Volunteers

As a volunteer at BITS, you are encouraged to demonstrate exemplary behaviour in order to protect yourself from false allegations and create a positive environment for participants. The following are common sense examples of how to create a positive culture and climate:

- Implement our safeguarding policy and procedures and report any concerns or allegations of abuse or poor practice to our welfare officer, Jessica Carter.
- Keep children or vulnerable adults in your sessions safe by supervising safely, ensuring equipment is fit for purpose, using safe methods and techniques and putting participants' safety first.
- Always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets).
- Treating all children and vulnerable adults equally, with respect and dignity (volunteers will be encouraged to take part in disability awareness training).
- Always putting the welfare of each person first, before winning or achieving goals.
- Building balanced relationships based on mutual trust which empowers children or vulnerable adults to share in the decision-making process.
- Making sport fun, enjoyable and ensuring that participants are safe, happy and comfortable at all times.
- Maintaining a safe and appropriate distance with participants. Ensuring that if any form of manual/physical support is required, it should be provided openly and with sensitivity. Care is needed, and it is difficult to maintain hand positions when the child or vulnerable adult is constantly moving. Participants should always be consulted and their agreement gained. Some parents/carers are becoming increasingly sensitive about manual support and their views should always be carefully considered.
- Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst participants.
- Develop positive relationships with parents/carers and catch up with them about participant development.
- Being an excellent role model – leading by example when it comes to good sportsmanship, positive behaviour and commitment to the sport.
- Giving enthusiastic and constructive feedback rather than negative criticism.