



CARLYON BAY HOTEL

SPA AND GOLF



CODE OF CONDUCT FOR COACHES, STAFF AND VOLUNTEERS

Rights

- Respect the rights, dignity and worth of every person
- Help create an environment where all children have an equal opportunity to participate
- Help create and maintain an environment free of fear and harassment
- Recognise the rights of all children to be treated as individuals
- Recognise the rights of parents and children to confer with other coaches and experts
- Promote the concept of a balanced attitude, supporting the well-being of the child both in and out of golf
- Do not discriminate on the grounds of sex, marital status, race, colour, disability, sexuality, age, religion or political opinion
- Do not condone or allow to go unchallenged any form of discrimination or prejudice
- Do not publicly criticise or engage in demeaning descriptions of others
- Communicate with children in a manner that reflects respect and care

Relationships

- Develop relationships with parents and children based on openness, honesty, mutual trust and respect
- Do not engage in any behaviour that constitutes any form of abuse (physical, sexual, emotional abuse, neglect or bullying)
- Be aware of the physical limits of children and ensure that training loads and intensities are appropriate
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines and relevant consent
- Always try to work in an open environment (e.g. avoid private or unobserved situations)
- Do not engage in any form of sexually-related contact with children. Sexual innuendo, flirting or inappropriate gestures and terms are also unacceptable
- Promote the welfare and best interests of children
- Explain to parents, as appropriate, the potential impact of the coaching programme on the child
- Arrange to transfer a child to another personal coach if it is clear that an inappropriate relationship is developing
- Be familiar with the organisation's Child Protection Policy and Procedures
- Report any concerns you may have in relation to a child or the behaviour of an adult, and follow reporting procedures

- Consider the child's opinions when making decisions about their participation in golf
- Inform parents and children of the etiquette and practical considerations when playing golf
- Inform parents of any potential financial implications

Responsibilities and Personal Standards

- Demonstrate proper personal behaviour and conduct at all times
- Be fair and honest with all children
- Develop an appropriate working relationship with children based on mutual trust and respect
- Always emphasise that the wellbeing and safety of the child is more important than the development of performance
- Do not smoke, chew gum or drink alcohol, while actively working with children. Never use recreational or performance-enhancing drugs
- Promote the positive aspects of golf (e.g. fair play, honesty and etiquette)
- Attend appropriate training to enable you to keep up-to-date with your role and matters relating to the welfare of children
- Hold relevant qualifications
- Ensure the necessary insurance cover is in place