



## **CODE OF CONDUCT FOR PEOPLE WORKING WITH CHILDREN**

**Everyone working with children and young people in tennis agrees to:**

1. Remain professional at all times.
2. Ensure mobile phones are put away when working. Mobile phones should not be used at all in the changing rooms.
3. Use appropriate language at all times and challenges anyone who swears or uses unacceptable language in front of or toward children and young people.
4. A good standard of behaviour is expected of children and enforced at all times. In cases of poor behaviour, a verbal warning should be given (yellow card). If the behaviour persists, the child should have time out (red card). The lead coach should then speak to or notify the parents. The lead coach would then decide whether the child should miss some future sessions.
5. Encourage children and young people to participate in tennis using 'Fair Play' values and encourage respect for one another.
6. Work and communicate openly and in an open environment, to avoid situations that could be misinterpreted in both tennis settings and with social media.
7. Keep a separate personal and business profile / account for all social media.
8. Be aware of the power and trust held as a person in a position of trust, treating this position and power with the highest of responsibility.
9. Ensure provision of a safe and inclusive environment for all children, their age, gender, sexuality, gender reassignment, disability or ability, religion, or ethnicity.
10. Maintain professional relationships with children at all times and know that any form of sexual relationship with someone under 18 is against the law and breach of their position of trust.
11. Act as excellent role model at all times; which includes refraining from smoking or taking drugs or illicit substances when coaching or around tennis environments.
12. Use positive reinforcement for discipline and report to the Safeguarding Team anyone who is seen to intimidate, threaten or act in a way that is physically or verbally abusive and agree to challenge a child or other person who acts in this way.
13. Work in an open and accountable manner.
14. Challenge poor practice of others.
15. Seek the advice of colleagues and refer to polices if unsure at any time about practice



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### **If a concern about a child's welfare comes to your attention:**

1. Take seriously any suspicion or allegation of abuse, or any disclosure of concern made by a child (or adult).
2. If a concern comes to your attention, record information, including relevant details. Be sure to record opinions or feelings as such; do not record them as facts. Do not question or interview the people involved in the incident of concern.
3. Report any concerns within the area of Child Protection (physical, emotional or sexual abuse, neglect or bullying), in confidence and without delay to your club Welfare Officer or LTA Safeguarding Team. If the Welfare Officer or Safeguarding Team cannot be contacted and there appears to be an immediate risk, contact the police or your local social services.
4. Never discuss an allegation or suspicion with another person, (other than the police or social services), before receiving advice from the club Welfare Officer or LTA Safeguarding Team.

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

For more information on issues like these, see the range of guidance resources produced by the LTA Safeguarding Team. Contact the LTA Safeguarding Team.

### **LTA Safeguarding Team**

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