

STEP 4 CODE OF CONDUCT FOR THE PROTECTION OF JUNIORS IN ScotSAC

Why is this important?

A Code of Conduct has a number of important functions. It:

- sets out what behaviour is acceptable and unacceptable
- defines standards of practice expected from those to whom it applies
- forms the basis for challenging and improving practice
- helps to safeguard members by encouraging them to adhere to agreed standards of practice
- sets out for juniors and parents the standards of practice which they and ScotSAC should expect from those who work/volunteer with juniors

The Scottish Sub Aqua Club supports and requires ***all*** members to observe the following standards of practice, including verbal and non-verbal actions when involved in activities with juniors.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with The Scottish Sub Aqua Club Complaints Policy, Disciplinary Procedure and/or Procedure for Responding to Concerns about Child Abuse.

GOOD PRACTICE

Make sport fun, enjoyable and promote fair play.

- Juniors and their parents/carers are **made aware of how to raise any concerns** regarding a junior's welfare.
- Treat all juniors equally, with respect, dignity and fairness.
- Involve parents wherever possible.
- Build balanced relationships based on mutual trust that empower and include juniors in the decision-making process wherever possible and appropriate.
- Always work in an open environment. Avoid private or unobserved situations.
- Put the welfare of each junior first before achieving skill assessments
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the individual developmental needs and capacity of juniors and avoid excessive training, pushing them against their will or putting undue pressure on them.
- Be an excellent role model.

PRACTICE TO BE AVOIDED

In the context of your role within ScotSAC, the following practice should be avoided:

- Having 'favourites' – this could lead to resentment and jealousy by other juniors and could be misinterpreted by others.
- Spending excessive amounts of time alone with a junior(s) away from others.
- Failing to follow ScotSAC's guidelines and recommendations on best practice.
- Getting changed / showered in communal facilities at the same time as juniors.
- Where possible, doing things of a personal nature for a junior(s) that they can do for themselves.
- Arranging to transport a junior alone without prior parental consent.

UNACCEPTABLE PRACTICE - potentially subject to disciplinary action

In the context of your role within ScotSAC, the following practices will never be sanctioned:

- Engaging in sexually provocative games, including horseplay.
- Engaging in rough or physical contact except as necessitated during teaching specific skills e.g. rescue.
- Forming intimate emotional, physical or sexual relationships with juniors.
- Allowing or engaging in touching a junior in a sexually suggestive manner.
- Allowing juniors to swear or use sexualised language unchallenged.
- Making sexually suggestive comments to a junior, even in fun.
- Reducing a junior to tears as a form of control.
- Allowing allegations made by a junior to go unchallenged, unrecorded or not acted upon.
- Inviting or allowing a junior(s) to stay with you at your home.

Sign –up

All members of ScotSAC are required to confirm that they have read ScotSAC's Code of Conduct and agree to abide by it prior to joining and annually on membership renewal.