



**Dunbar Rugby Football Club**  
Hallhill Sports Centre,  
Kellie Road, Dunbar, East Lothian, EH42 1RF  
[www.dunbarrugbyclub.com](http://www.dunbarrugbyclub.com)



## Dunbar Rugby Football Club (DRFC) Code of Conduct for adults working/volunteering with children and young people

**This Code of Conduct has several important functions:**

- **It sets out what behaviour is acceptable and unacceptable and provides transparency for all on what practice and behaviours to expect from others**
- **It defines standards of practice expected from those to who it applies**
- **It forms the basis for challenging and improving poor practice and behaviour.**

**DRFC supports and requires all members to observe the following standards of practice, including verbal and non-verbal actions when working/volunteering with children and young people.**

**All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with DRFC Safeguarding policy/procedure.**

**This may include the Responding to Concerns Procedure, Complaints Procedure, and/or Disciplinary Procedure.**

### Good practice

- Make sport fun, enjoyable and promote fair play.
- Ensure all training requirements for the role are achieved and regularly updated.
- Treat all children and young people equally, with respect, dignity and fairness. Challenge where you see other adults or children and young people participating in disrespectful or bullying behaviour.
- Involve parents/carers wherever possible.
- Build balanced relationships based on mutual trust.
- Include children and young people in decision-making processes.
- Always work in an open environment, wherever possible. Avoid private or unobserved situations.
- Put the wellbeing of each child or young person first before winning or achieving performance goals.
- Be an excellent role model including not smoking, drinking alcohol, taking drugs or swearing in the company of children and young people.
- Recognise the developmental needs and capacity of children and young people.
- Avoid excessive training and competition, pushing children and young people against their will and putting undue pressure on them.
- Follow Dunbar RFC social media policy in relation to communicating with children and young people.
- Always escalate any wellbeing or child protection concerns to the Child wellbeing protection officer.



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### Practice to be avoided

In the context of your role within Dunbar RFC, the following should be avoided:

- Avoid any potentially humiliating behaviours such as physical punishments or singling out individual children.
- Having 'favourites' – this could lead to misinterpretation, or resentment and jealousy by other children and young people.
- Spending excessive amounts of time alone with children and young people away from others.
- Entering children or young people's bedrooms on trips away from home, unless in an emergency or in the interest of health and safety.
- Where possible, doing things of a personal nature for children or young people that they can do for themselves.
- Contacting children and young people online outside DRFC Social Media policy.

### Unacceptable practice

In the context of your role within Dunbar Rugby Football Club, the following practices are unacceptable:

- Allowing allegations made by a child or young person, or about the wellbeing or protection of a child or young person, to go unrecorded and unreported.
- Forming intimate emotional, physical or sexual relationships with children or young people.
- Making sexually suggestive comments to a child or young person, allowing or engaging in touching a child or young person in a sexually suggestive manner, or engaging in sexually provocative games.
- Being physically violent towards a child or young person.
- Being verbally abusive towards a child or young person.
- Allowing children or young people to swear or use sexualised language unchallenged.
- Behaving in a coercive or controlling manner towards a child or young person.
- Allowing a child or young person to share a room alone with a coach or adult member or inviting a child or young person into your home.



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**If you have any concerns about the wellbeing of a child or young person, you can contact:**

Elaine Maxwell CPO DRFC

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[emaxwell32c@hotmail.com](mailto:emaxwell32c@hotmail.com)

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[Kabunyan@btinternet.com](mailto:Kabunyan@btinternet.com)

**I understand that breaches of the code may result in action being taken by Dunbar Rugby Football Club.**

**Name:**

**Volunteer role:**

**Signed:**

**Date**



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