



DTSC SAFE AND INCLUSIVE CODE OF CONDUCT

All DTSC employees, volunteers, members and guests are required to abide by this Code of Conduct at all times. The Code of Conduct should be interpreted in a spirit of integrity, transparency and common sense, with the best interests of children and adults at risk as the primary consideration.

Everyone in DTSC should:

- Prioritise the well-being of all children and adults.
- Treat all children and adults fairly and with respect.
- Be a positive role model. Act with integrity, even when no-one is looking.
- Help to create a safe and inclusive environment both on and off court.
- Not allow any rough or dangerous behaviour, bullying or the use of bad or inappropriate language.
- Report all concerns, allegations of abuse or poor practice to the club Welfare Officer.
- Not use any sanctions that humiliate or harm a child or adult.
- Value and celebrate diversity and make all reasonable efforts to meet individual needs.
- Keep clear boundaries between professional and personal life, including on social media.
- Have the relevant consent from parents/carers, children and adults before taking or using photos and videos.
- Refrain from making physical contact with children or adults unless it is necessary as part of the sport/training session (e.g. handshake / high five).
- Refrain from smoking and consuming alcohol during sporting or coaching sessions.
- Ensure roles and responsibilities are clearly outlined and everyone has the required information and training.
- Avoid wherever possible being alone with a child or adult at risk unless there are exceptional circumstances.
- Refrain from transporting children or adults at risk, unless this is required as part of a club activity (e.g. lifts to matches, tournaments or associated activities) and there is another adult in the vehicle.
- Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such.
- Not have a relationship with anyone under 18 for whom they are coaching or responsible for.
- Be acutely aware of the power that coaches and coaching assistants develop over players in the coaching relationship and avoid any intimacy (sexual or otherwise) with players. It is illegal to have a relationship with anyone under 18 if you are in a position of

trust. It is illegal to have a sexual relationship with anyone under 16, whether they give consent or not.

In addition, all children agree to:

- Be friendly, supportive and welcoming to other children and adults
- Play fairly and honestly
- Respect club staff, volunteers and Officials and accept their decisions
- Behave, respect and listen to your coach
- Take care of your equipment and club property
- Respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, culture, religion or sexual identity
- Not use bad, inappropriate or racist language, including on social media
- Not bully, intimidate or harass anyone, including on social media
- Not smoke, drink alcohol or drugs of any kind on club premises or whilst representing the club at competitions or events
- Talk to the club Welfare Officer about any concerns or worries they have about themselves or others

Also, all parents and carers agree to:

- Positively reinforce your child and show an interest in their tennis
- Use appropriate language at all times
- Be realistic and supportive
- Never ridicule or admonish a child for making a mistake or losing a match
- Treat all children, adults, volunteers, coaches, officials and members of staff with respect
- Behave responsibly at the venue; do not embarrass your child
- Accept the official's decisions and do not go on court or interfere with matches
- Encourage your child to play by the rules, and teach them that they can only do their best
- Deliver and collect your child punctually from the venue
- Ensure your child has appropriate clothing for the weather conditions
- Ensure that your child understands their code of conduct
- Adhere to your venue's safeguarding policy, diversity and inclusion policy, rules and regulations
- Provide emergency contact details and any relevant information about your child including medical history

Doing nothing is NOT an option: report all concerns and disclosures as soon as possible, following the Concern Reporting Procedure (on the Safeguarding Notice Board). If someone is in immediate danger, call the police (999).