



Code of Conduct for Working with Children

Bowls Scotland

National Centre for Bowling, Hunters Avenue, Ayr, Scotland, KA8 9AL

01292 294623 - info@bowlsscotland.com

Bowls Scotland supports and requires **all** members to observe the following standards of practice, including verbal and non-verbal actions when involved in activities with children.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with **Bowls Scotland** Complaints Policy, Disciplinary Procedure and Procedure for Responding to Concerns about Child Abuse.

GOOD PRACTICE

- Remember you are a role model – be welcoming, positive, encouraging and respectful
- Make sport fun, enjoyable and promote fair play.
- Treat all children equally, with respect, dignity and fairness.
- Involve parents/carers wherever possible.
- Build balanced relationships based on mutual trust.
- Include children in the decision-making process wherever possible.
- Always work in an open environment, wherever possible. Avoid private or unobserved situations.
- Put the welfare of each child first before winning or achieving performance goals.
- Be an excellent role model including not smoking or drinking alcohol in the company of children.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of children.
- Avoid excessive training and competition, pushing children against their will and putting undue pressure on them.
- Challenge instances of poor practise, abuse or bullying

PRACTICE TO BE AVOIDED

- Having 'favourites' – this could lead to resentment and jealousy by other children and could be misinterpreted by others.
- Spending excessive amounts of time alone with children away from others.
- Entering children's bedrooms on trips away from home, unless in an emergency situation or in the interest of health and safety. If it is necessary to enter rooms, knock and say that you are coming in. The door should remain open, if appropriate.
- Where possible, doing things of a personal nature for children that they can do for themselves.

UNACCEPTABLE PRACTICE

- Engaging in sexually provocative games, including horseplay.
- Engaging in rough or physical contact unless it is permitted within the rules of the game or competition.
- Forming intimate emotional, physical or sexual relationships with children.
- Allowing or engaging in touching a child in a sexually suggestive manner.
- Allowing children to swear or use sexualised language unchallenged.
- Making sexually suggestive comments to a child, even in fun.
- Reducing a child to tears as a form of control.
- Allowing allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Inviting or allowing children to stay with you at your home.
- A Coach and/or other leader sharing a room alone with a child.

Sign-up:

I have read and agree to abide by the Bowls Scotland Code of Conduct for Working with Children.

I have also read and agree to abide by Bowls Scotland Child Protection Policy, Procedures and Guidelines.

Name of staff member/volunteer:

Signature:

Date signed:

Witnessed by:

(Child Protection Officer, if possible)

Signature:

Date signed:
