

Codes of Conduct for ABO Staff

Apprentices and volunteers the following code of conduct applies to all ABO staff, apprentices and volunteers working with children, young people and vulnerable adults whether acting in a paid or unpaid capacity.

- Avoid unnecessary physical contact.
- If you find you are in a situation where you are alone with a child, young person or vulnerable adult, wherever practicable make sure that others can clearly observe you.
- Avoid close personal relationships with a child, young person or vulnerable adult in relation to whom they are in a position of trust.
- Never make suggestive or inappropriate remarks to or about a child, young person or vulnerable adult, even in fun, as this could be misinterpreted.
- If a child, young person or vulnerable adult accuses a student or member of staff of abuse or inappropriate behaviour this should be reported immediately to the relevant person.
- The duty to report applies equally to complaints or accusations of historic, and not just recent, abuse/inappropriate behaviour.
- Recipients of any complaint or accusation from a child, young person or vulnerable adult, must listen without making or implying any judgement as to the truth of the complaint or accusation.
- If a child, young person or vulnerable adult makes a complaint, or if there are other reasons for suspecting abuse, this should be reported immediately to the designated staff member responsible for the safeguarding of children, young people and vulnerable adults named in section 4 of this policy.
- All staff and volunteers should participate in the training available to support them in your work with children, young people and vulnerable adults.
- Staff and volunteers should remember that those who abuse children, young people and vulnerable adults can be of any age (even other children and vulnerable adults), gender, ethnic background or class, and it is important not to allow personal preconceptions about people to prevent appropriate action taking place.
- Good practice includes valuing and respecting children, young people and vulnerable adults as individuals, and the adult modelling of appropriate conduct, which would exclude bullying, aggressive behaviour and discrimination in any form.
- Those dealing with any allegations of abuse or misconduct should adhere to the principles set out in the policy. Any information received should be acted upon sensitively, effectively and efficiently. Wherever possible, those making allegations should be given information about the outcome.

Staff Supervision

On appointment all staff, volunteers and youth volunteers will be provided with a timetable of provision for supervision, monitoring and support and are expected to comply with these expectations. All staff, volunteers, and 'youth volunteers' are expected to become familiar with the ABO policy. It is the responsibility of the manager to identify or provide suitable training opportunities for staff and volunteers and ensure 'youth volunteers' know how to identify and address child protection and vulnerable adult issues within ABO projects.

All members of staff including coaches are to adhere to ABO policies, as an employee you are representing our organization and should conduct yourself with integrity. Any adverse behavior that has a negative impact on ABO will be reviewed and appropriate action will be taken.

I agree as an employee/coach/volunteer/member (please circle) of the Adaptive Boxing Organisation CiC to adhere to the above policy and my failure to do so will result in my dismissal and removal from the building.

Name

Date

Counter Signature

Date