

# Triathlon Trust Staff & Volunteers Code of Conduct



The Triathlon Trust is committed to promoting a safe, positive and enjoyable environment at all our events and activities. The Triathlon Trust requires that all staff and volunteers conducting work on behalf of the Triathlon Trust read and sign our Staff and Volunteers Code of Conduct. **You are expected to adhere to this code of conduct at all times.**

## Everyone working or volunteering with the Triathlon Trust must agree to:

- Respect the rights, dignity and worth of all participants, staff and volunteers at all times
- Treat everyone equally regardless of age, disability, gender, race, ethnic origin, culture or social background religious belief, political persuasion, sexual orientation or any other personal characteristic/ feature
- Never use inappropriate language or gestures
- Protect themselves and others from verbal or physical abuse, and threatening or intimidating behaviour
- Not condone, or allow to go unchallenged, any form of discrimination if witnessed
- Conduct themselves in a manner that takes all reasonable measures to promote the wellbeing and safety of yourself and others
- Ensure the safety of all children by providing effective supervision during events and activities
- Develop an appropriate working relationship with participants, staff and volunteers based on mutual trust and respect
- Display high standards of personal and professional behaviour at all times whilst representing the Triathlon Trust, e.g. whilst wearing Triathlon Trust event clothing
- Provide a positive role model for children and young people they are working with (this includes use of social networking sites)
- Wear official event clothing as provided by the Triathlon Trust at all times (including during breaks)
- Not to smoke, vape (e-cigarettes) drink alcohol or use banned substances while working with children for the duration of their role and responsibilities at the event or activity
- Not to engage in a sexual relationship with a young person for whom they are responsible
- Not take children or young people to their home
- Not exchange personal contact details with a child, e.g. mobile phone number, email address. If a child or young person requests to add you personally as a friend on social media you should decline.
- Respond to any concerns about a child or young person's welfare by following the Triathlon Trust's safeguarding reporting procedures (See overleaf)
- Promote the positive aspects of sport (e.g. fair play)
- Encourage participants to value their performance and not just results
- Make the event fun and positive
- Adhere to our Photography guidance if you wish to take photos/videos at this event

I have read and understood the Triathlon Code of Conduct for Staff & Volunteers and hereby consent to adhere to it at all times. I also understand that a breach of this code of conduct could result in my being dismissed from the event and subject to disciplinary procedures from the Triathlon Trust which could jeopardise my future participation at Triathlon Trust events, and may result in a referral to the DBS/ Police.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signed: \_\_\_\_\_