

 <b>YOUTH SPORT TRUST</b>	<b>POLICY</b>	Document Number: SGPo02
	<b>CODE OF ETHICS AND CONDUCT</b>	Version number:3 Updated: February 2022 Next Review Date: February 2024

v.	Latest Amendment Details	Authorised by
3	Policy reviewed and updated	Assistant Director - HR

### Introduction

The Youth Sport Trust (YST) Code of Ethics and Conduct outlines the behaviour expected from everyone connected with the YST. All individuals have a responsibility to act according to the highest standards of integrity, and to protect the reputation of YST and prevent any legal issues.

Everyone involved in YST activities, both adults and young people/children have a responsibility for setting the standards and treating everyone with dignity, respect, sensitivity and fairness. This Code allows YST to uphold its internal values of trust, integrity, responsibility, inclusion, courage and collaboration and this allows us to deal with any breaches of the Policy with a consistent approach.

Everyone involved in YST plays a part in making sure all aspects of our work are inclusive and welcoming for all. YST is committed to ensuring that all people irrespective of their protected characteristics of age, disability, colour, race, ethnic origin, sex, gender identity, gender expression, marital or civil partnership status, pregnancy, nationality, religion or sexual orientation have a genuine and equal opportunity to participate in all YST activities.

To support this YST have developed a code of conduct for the behaviours we would like to foster at our events and meetings. The YST is opposed to any form of violent, abusive, offensive or discriminatory behaviour and will act accordingly towards individuals who do not abide by this Code of Ethics and Conduct. Every child, young person or adult involved in YST activities should be able to participate in an enjoyable and safe environment where they are protected from abuse.

### Who does this apply to?

This Code of Ethics and Conduct applies to everyone taking part in YST activities, whether you have a voluntary or a paid role, or are supporting or participating in one of our events. Any breaches of this Code will be dealt with through the disciplinary procedures.

### Expected minimum standards of behaviour and conduct

Individuals involved in YST activities (including all online activities) will always follow and comply with the following Code of Ethics and Conduct:

- I will abide by the YST Children and Young People, and Adults Safeguarding Policies and Procedures and good practice guidelines which can be found at [www.youthsporttrust.org/about/safeguarding](http://www.youthsporttrust.org/about/safeguarding)
- I will respect the rights, dignity and worth of every individual and promote their welfare and individual needs. I will fully embrace the ethos of equality and diversity as outlined in the [YST Equality and Diversity Policy](#).
- I will respect the differences between everyone in terms of age, gender, gender identity, gender expression, race, ethnic origin, sexual orientation, religion or belief or disability and I will not tolerate or allow to go unchallenged, any form of discrimination I witness.
- I will take all reasonable measures to protect my own safety, the safety of others and raise awareness for any safety concerns that may arise.
- I will never conduct any physical abuse or threatening or intimidating behaviour.
- I will never use foul, abusive or offensive language or gestures and I will display high standards of behaviour at all times.
- I will treat others with the respect, consideration and fairness that I would like them to show me.
- I will build and promote relationships with participants and others that are based on openness, honesty, trust and respect.

- I will communicate openly and thoughtfully with others and be considerate of the views and opinions that are different to my own.
- I will be mindful of my surroundings and of my fellow participants and alert YST staff if I feel something isn't right, notice a dangerous situation or someone in distress.
- I will keep my mobile phone switched off during sessions unless invited to use as part of the session.
- I will be an excellent role model and be an example of good conduct – this includes not smoking, or possessing, consuming or supplying alcohol, illegal and/or performance enhancing drugs.
- I will not engage in sexual activity.
- I will respect the rules and policies of the venue hosting the YST activities.
- I will wear my accreditation (if provided) and will wear any official YST clothing as required.
- I will give support and encourage others rather than give negative criticism.

#### Social Media and Photography

- I will abide by the [YST Social Media Policy](#).
- I will ensure my use of social networking sites promote positive images and comments in my engagement with YST.
- I will not take and share any photographs/videos of other people at the event (virtual or face to face) who do not give me their permission for them to be taken.

#### Virtual Events

- I will only post appropriate images, videos, and text within a virtual event where permitted to do so.

#### Residential Events:

- I will not leave the hotel, my designated accommodation or activity location at any time during the event, unless as part of an organised activity or agreed in advance.
- I will abide by any required curfew time for being in my bedroom each night (participants only).
- I will not enter any accommodation area other than my own.

#### Unacceptable Behaviour

I will not engage in any of the below unacceptable behaviours:

- Harassment and intimidation, including any verbal, written, or physical conduct designed to threaten, intimidate, or coerce another individual.
- Discrimination based on gender or gender identity, sexual orientation, age, disability, physical appearance, body size, race, religion, national origin, or culture.
- Physical or verbal abuse of any individual.
- Examples of unacceptable behaviour also include but are not limited to: inappropriate use of nudity and/or sexual images in public spaces, virtual events, on social media, in online messages or in presentations; threatening or stalking any individual; sexually harassing any individual.
- Disrespectful disruption of any presentations, workshops, sessions or activities.

#### **Reporting Unacceptable Behaviour**

- If you are the subject of unacceptable behaviour or have witnessed any such behaviour, please immediately notify a YST staff member or volunteer. Alternatively call the Safeguarding team on 01509 226654 or email [safeguarding@youthsporttrust.org](mailto:safeguarding@youthsporttrust.org)
- Reporting should never be done via social media.

#### **Consequences**

I understand that should I fail to comply with any aspect of this Code of Ethics and Conduct, I may be withdrawn from the activity or event and (If appropriate) sent home. I may also be subject to disciplinary action from the YST and/or my school/organisation which could jeopardise my future participation within sport and/or at future YST activities.