



SAFEGUARDING

Code of conduct

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The code of conduct, in line with our safeguarding policies, will...

- **Ensure all staff, workers, and volunteers know what is required of them**
- **Support staff, workers, and volunteers in meeting their obligations.**
- **Enable staff, workers, and volunteers to raise concerns without fear of recrimination.**
- **Reduce the risk of misplaced or malicious allegations by clarifying responsibilities.**

Know what is expected of you.

Training, policies, and procedures

- Ensure you are familiar with our safeguarding policies and implement **appropriate procedures**.
- Keep your safeguarding training up to date. This may mean identifying additional training at times.
- Always adhere to the Clubs Social Media policy. It is your responsibility to act in a way that poses no risk to a child or young person and protect yourself from any misunderstandings or allegations.
- Be familiar with the low-level concerns policy and any low-level concerns should be reported to the Designated Safeguarding Lead.
- All engagement should be positive! ensure the safety of all children, young people, and adults at risk by providing effective supervision, proper pre-planning of sessions, always using safe methods, this includes ensuring appropriate staffing ratios and considering differing needs of all participants / players.

Always child first

- Respect children's rights and remember 'child' first and participant/football player second.
- Listen to what children, young people or adult at risk might have to say. Remember - Article 12 of the **UN Convention on the Rights of the Child** sets out that every child has a right to express their views and have them taken seriously,
- Maintain confidentiality about sensitive information. Operate a need to know and do not engage in gossip.
- Champion everyone's right to take part and celebrate difference by not discriminating on the grounds of religious beliefs, race, gender, social classes, disability, or sexual orientation.
- Establish and address the additional needs of disabled participants or any other vulnerable groups.

Always remember:

- Do not let any allegations of abuse of any kind of poor practice go unchallenged or unrecorded. Report any incidents or concerns that cause you to believe that a child, young person, or adult at risk is, or is likely to be, at risk of harm.
- Understand and respect the position of trust and maintain appropriate boundaries and relationships.
- Be a positive role model and always display high standards of behaviour. Remember people learn by example.

We expect all our staff and volunteers to follow the behaviours and requests set out in this code.

If any staff member or volunteer behaves in a way which contradicts any points set out in this document, please inform the Head of Safeguarding.



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Head of Safeguarding – Lisa Carter