



TGM Code of conduct for safeguarding children

A Code of Conduct has a number of important functions.

It:

- sets out what behavior is acceptable and unacceptable
- defines standards of practice expected from those to whom it applies
- forms the basis for challenging and improving practice
- helps to safeguard staff/volunteers by encouraging them to adhere to agreed standards of practice
- sets out for children and parents/carers the standards of practice which they and the organisation should expect from those who work/volunteer with children.

TGM Holidays supports and requires all members of staff 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 may result in disciplinary procedure.

Good Practice

- Make sport and activities fun, enjoyable and promote fair play
- Treat all participants equally, with respect, dignity and fairness
- Involve supervising staff 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

Practice to be avoided

In the context of your role as an activity instructor the following should 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



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Registered Snowsports & Activity
Holiday Provider



- 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

- Avoid, where possible, doing things of a personal nature for children that they can do for themselves

Unacceptable Practice

In the context of your role as an activity instructor, the following practices are unacceptable:

- 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

Note: It is particularly important not to develop social relationships with children outside the working environment. Staff should not exchange telephone numbers or social media contacts with children. Any contact between an activity instructor and children should be supervised by an appropriate adult and social media interactions should be through 'official' and public means.

Sign Up:

I have read and agree to abide by this Code of Conduct. I have also read and agree to abide by the TGM Holidays Safeguarding Policy.

Name of staff member: _____

Signed _____

Date _____

(Last reviewed January 2019)



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