

FREEDOM ACADEMY Ltd.

CODE OF CONDUCT

Coaches and volunteers involved in The Performance Arts for young people have a great opportunity to be a positive role model and help build an individual's confidence.

TUTORS/VOLUNTEERS ARE EXPECTED TO:

Ensure the safety of all children by careful supervision, proper pre-planning of workshops and classes, using safe methods at all times.

Consider the wellbeing and safety of participants before the development of performance.

Encourage and guide participants to accept responsibility for their own performance and behaviour.

Treat all young people equally and ensure they feel valued. Have no favourites.

Encourage all children not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability.

Not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.

Appreciate the efforts of all young people and not over-train the young people. Never exert undue influence over performers to obtain personal benefit or reward.

Be positive, approachable and offer praise to promote the objectives of the Academy at all times.

Not let any allegations of abuse of any kind to go unchallenged or unrecorded if appropriate. Incidents and accidents to be recorded in the school/Academy incident/accident book. Parents will be informed.

Report accidents or incidents of alleged abuse or poor practice to the designated person.

Administer minor first aid in the presence of others and where required refer more serious incidents to the school/Academy "first aider".

Have access to telephone for immediate contact to emergency services if required.

Foster team work to ensure the safety of youth members in their care.

Ensure the rights and responsibilities of youth members are enforced.

Not abuse members physically, emotionally or sexually.

Maintain confidentiality about sensitive information.

Respect and listen to the opinions of young people.

Take time to explain coaching techniques to ensure they are clearly understood.

Develop an appropriate working relationship with participants, based on mutual trust and respect.

Be a role model, displaying consistently high standard of behaviour and appearance

(disciplined/committed/time keeping), remember children learn by example.

Refrain from smoking and consumption of alcohol during club activities or coaching sessions.

Never condone rule violations, rough play or the use of prohibited substances.

Protect themselves from false accusation:

not spending excessive amounts of time alone with children away from others

never taking children to their home

not administering First Aid involving the removing of children's clothing unless in the presence of others.

Hold appropriate valid qualifications and insurance cover.

Make the sport/activity **fun**.

COACHES/VOLUNTEERS HAVE A RIGHT TO:

Support in the reporting of suspected abuse.

Access to professional support services.

Fair and equitable treatment by the Academy.

Be protected from abuse by children/youths, other adult members and parents.

Not to be left vulnerable when working with children.

Any misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person. Persistent breach of the code will result in dismissal from the club/Academy.

Dismissals can be appealed by the tutor/volunteer with final decisions taken by the Academy.

EMERGENCY ACTION/FIRST AID

All coaches, leaders and members should be prepared with an action plan in the event of an emergency and be aware of our First Aid Procedures.

This will include:

Access to First Aid equipment

Telephone contact if the participant is a minor