



CODE OF CONDUCT – WORKING WITH CHILDREN

All employees, volunteers and contractors who work with children (anyone under 18) within Scottish Rugby should read and sign the Code of Conduct below.

Good practice:

- Remember you are a role model – be welcoming, positive, encouraging and respectful
- Make sport fun, enjoyable and promote fair play
- Treat all children, equally, with respect, dignity and fairness
- Involve parents/carers where possible
- Build balanced relationships based on mutual trust
- Include children in the decision-making process wherever possible
- Work with children in a public place, wherever possible
- Put the wellbeing of each child first before winning or achieving performance goals
- Give enthusiastic and constructive feedback
- Recognise the developmental needs and capacity of children
- Challenge instances of poor practice, abuse or bullying

Unacceptable practice:

- Putting excessive pressure on children, pushing children against their will
- Giving only negative feedback
- Unequal treatment that could lead to resentment, jealousy or misinterpretation
- Spending a lot of time alone with children away from others
- Assisting with bathing or dressing tasks that children can do for themselves
- Smoking, drinking alcohol, misuse of illegal substances or the use of foul or offensive language
- Taking photographs without the appropriate consent
- Unofficial communication with a child through telephone or social media
- Allowing allegations or observations of bullying or abuse to go unchallenged, unrecorded or not acted on
- Failing to pass on a disclosure from a child about potential abuse
- Rough physical contact or games between adults and children
- Forming intimate emotional, physical or sexual relationships with children
- Touching a child in a sexually suggestive way, playing sexually provocative games or making sexually suggestive comments to a child, even in fun
- Allowing the use of swearing, sexualised, racist or homophobic language by staff/volunteers or children
- Threatening, coercing or bullying a child or deliberately reducing a child to tears as a form of control
- Inviting or allowing children to stay with you at your home or sharing a bedroom alone with a child



If an employee/volunteer/contractor breaches this policy we will handle it via investigation by the Rugby Development Team.

I have read and agree to abide by this Code of Conduct. I have also read and agree to abide by [Scottish Rugby's Safeguarding Policy](#) and guidelines.

If you have any questions or concerns, please contact our Safeguarding team on: safeguarding@sru.org.uk