



Scottish Rowing

Code of Conduct Towards Juniors & Cadets

Approved by Executive January 2009

All Members should:

- play their part in helping to develop an ethos where all people matter and are treated equally, and with respect and dignity.
- always put the care, welfare and safety needs of a child first.
- respect a child's right to be involved in making choices and decisions which directly affect them.
- listen attentively to any ideas and views a child wants to share with you.
- respect a child's culture (for example their faith and religious beliefs).
- respect a child's right to privacy and personal space.
- respond sensitively to children who seem anxious about participating in certain activities.
- speak to a member of the child protection team immediately if you suspect that a child is experiencing bullying or harassment.
- be aware of the vulnerability of some groups of children to being isolated and hurt (for example, children with disabilities and learning difficulties; children from Gypsy & Traveler communities; Black & Minority Ethnic children).
- ensure that when you are working with children you are at least within sight or hearing of other adults.
- listen carefully to any child who 'tells you' (sometimes through drawings and behaviour as well as words) that they are being harmed and report what you have discovered immediately to a member of the child protection team.
- report immediately any suspicion that a child could be at risk of harm or abuse.
- never dismiss what a child tells you as 'lies' or exaggeration.
- only restrain a child who is at imminent risk of inflicting harm to themselves or others, or is at risk of damaging property.
- never underestimate the contribution that you can make to the development of safe communities for children.

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You should not:

- exaggerate or trivialise another member's concerns about a child or ignore an allegation or suspicion of abuse in the hope that it will either 'go away' or that 'someone else will deal with it'.
- discuss personal issues about a child or their family with other people except a member of the child protection team when you are concerned about the child's well being.
- be drawn into any derogatory remarks or gestures in front of children or young persons.
- allow a child, young person or adult to be bullied or harmed by anyone in the organisation.
- allow children to swear or use sexualised language unchallenged.

You must never:

- engage in sexually provocative games, including horseplay.
- allow others to, or yourself engage in, touching a child in a sexually provocative manner.
- make sexually suggestive comments to a child, even in fun.
- engage in rough or physical contact unless it is permitted within the rules of a game or sports activity or conforms to the guidance on appropriate physical restraint.
- form inappropriate emotional or physical relationships with children.
- harass or intimidate a child or other member because of their age, 'race', gender, sexual orientation, religious belief, socio-economic class or disability.
- invite or allow children to stay with you at your home.

The foregoing applies equally to members' behaviour toward vulnerable adults.