



## Miley & Johnson Active Kids Club – Code of Conduct

### Code of Conduct for Staff Members

Staff are key to the establishment of ethics in sport and play. Their engagement and attitude directly impact the behaviour of the children under their supervision. Staff are, therefore, expected to pay particular care to the moral aspect of their conduct. Staff should be aware that almost all their decisions and actions have implications on the children in their care and the experience of children can be both positively and negatively impacted solely based on how staff conduct themselves. This code calls for staff to recognise their increased responsibility and this is not only requested from the company directors, but it is also modelled and is an expectation. The health, safety, welfare and moral education of young people are the priority, before the achievement or the reputation of our business.

Set out below is the F.A Staff Association Code of Conduct. This reflects the standards expressed by the National Coaching Foundation and the National Association of Sports Staff, which forms the benchmark for all involved in being a staff member for Miley & Johnson Active Kids Club:

1. Staff must respect the rights, dignity and worth of each and every person and treat each equally within the context of the setting and activity.
2. Staff must place the well-being and safety of each player above all other considerations, including the development of social, emotional, moral and physical skills.
3. Staff must adhere to all guidelines laid down by governing bodies of host schools and company directors.
4. Staff must develop an appropriate working relationship with each player based on mutual trust and respect.
5. Staff must not exert undue influence to obtain personal benefit or reward.
6. Staff must encourage and guide attendees to accept responsibility for their own behaviour and attitude.
7. Staff must ensure that the activities they direct, or advocate are appropriate for the age, maturity, experience and ability of players.
8. Staff should, at the outset, clarify with the players (and, where appropriate, parent) exactly what is expected of them and what they are entitled to expect from Miley and Johnson staff.
9. Staff must co-operate fully with all who are involved in keeping the attendees safe.
10. Staff must always promote the positive aspects of sport (e.g. fair play)
11. Staff must consistently display high standards of behaviour and appearance.
12. Staff must not use or tolerate inappropriate language.
13. Staff must be on site at the agreed time communicated by company directors
14. Staff must wear our company uniform.
15. Staff must confirm their attendance (at least) 14 days prior to the start of a camp.
16. Staff working hours will be pre-agreed however their duty of care may mean they need to extend these hours and they will be paid on a half hourly basis after any agreed hours are worked.