



# SAFEGUARDING

## Code of conduct

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# The code of conduct, in line with our safeguarding policies, will...

- **Ensure all staff, workers, and volunteers know what is required of them**
- **Support staff, workers, and volunteers in meeting their obligations.**
- **Enable staff, workers, and volunteers to raise concerns without fear of recrimination.**
- **Reduce the risk of misplaced or malicious allegations by clarifying responsibilities.**

# Know what is expected of you.

## Training, policies, and procedures

- Ensure you are familiar with our safeguarding policies and implement **appropriate procedures**.
- Keep your safeguarding training up to date. This may mean identifying additional training at times.
- Always adhere to the Clubs Social Media policy. It is your responsibility to act in a way that poses no risk to a child or young person and protect yourself from any misunderstandings or allegations.
- Be familiar with the low-level concerns policy and any low-level concerns should be reported to the Designated Safeguarding Lead.
- All engagement should be positive! ensure the safety of all children, young people, and adults at risk by providing effective supervision, proper pre-planning of sessions, always using safe methods, this includes ensuring appropriate staffing ratios and considering differing needs of all participants / players.

## Always child first

- Respect children's rights and remember 'child' first and participant/football player second.
- Listen to what children, young people or adult at risk might have to say. Remember - Article 12 of the **UN Convention on the Rights of the Child** sets out that every child has a right to express their views and have them taken seriously,
- Maintain confidentiality about sensitive information. Operate a need to know and do not engage in gossip.
- Champion everyone's right to take part and celebrate difference by not discriminating on the grounds of religious beliefs, race, gender, social classes, disability, or sexual orientation.
- Establish and address the additional needs of disabled participants or any other vulnerable groups.

## Always remember:

- Do not let any allegations of abuse or any kind of poor practice go unchallenged or unrecorded. Report any incidents or concerns that cause you to believe that a child, young person, or adult at risk is, or is likely to be, at risk of harm.
- Understand and respect the position of trust and maintain appropriate boundaries and relationships.
- Be a positive role model and always display high standards of behaviour. Remember people learn by example.

**We expect all our staff and volunteers to follow the behaviours and requests set out in this code.**

**If any staff member or volunteer behaves in a way which contradicts any points set out in this document, please inform the Head of Safeguarding.**



VERSION TWO  
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Head of Safeguarding – Lisa Carter