

	POLICY	Document Number: SGPo02
	CODE OF ETHICS AND CONDUCT	Version number: 7 Updated: January 2026 Next Review Date: January 2027

v.	Latest Amendment Details	Authorised by
7	Code of Conduct reviewed and updated with minor changes	Assistant Director - HR

1. Code of Ethics

The Youth Sport Trust's Code of Ethics and accompanying Codes of Conduct provides the standards of behaviour expected of everyone involved with the charity. They should be read in conjunction and apply to everyone involved with the charity.

Everyone involved in the charity has a responsibility for setting the standards of conduct, behaviour and treating everyone with dignity, respect, sensitivity and fairness. This code allows the Youth Sport Trust to uphold its values of trust, integrity, responsibility, inclusion, courage, and collaboration across all areas of our work.

Everyone involved at the Youth Sport Trust is encouraged to play their part in ensuring all aspects of our work is inclusive and welcoming for all. We are committed to ensuring that everyone can participate in our activities and events in a safe and enjoyable environment and be protected from harm.

Under our Code of Ethics, we expect everyone involved with the charity to:

1. Adhere to the Youth Sport Trust Safeguarding Children and Young People Policy and Procedures and the Youth Sport Trust Adult Safeguarding Policy and Procedures.
2. Ensure that safeguarding and promoting the welfare of children, young people and adults is at the heart of everything we do.
3. Report all concerns in accordance with the Youth Sport Trust Children and Young People Safeguarding Procedures and the Youth Sport Trust Adult Safeguarding Procedures.
4. Report concerns of poor practice, inappropriate or abusive conduct or language, inappropriate relationships, bullying, harassment, discrimination, and any other behaviours / conduct that has or may harm others.
5. Respect the rights, dignity and worth of every person, treating everyone equally in accordance with the Youth Sport Trust Equality and Diversity Policy.
6. Adhere to the Youth Sport Trust Data Protection Policy.
7. Adhere to the policies and procedures applicable to your role, this includes (but is not limited to) the Youth Sport Trust Whistleblowing Policy, Anti-Bullying Policy, Image Use Policy and Social Media Policy.
8. Adhere to the policies and rules of any venue hosting a Youth Sport Trust activity/ event.
9. Promote the values of the Youth Sport Trust and never behave or encourage or condone others to behave in a manner that is liable to bring the charity into disrepute.

All of the Youth Sport Trust Policies and Procedures referenced in the Code of Ethics and accompanying Codes of Conduct can be found at [Safeguarding - Youth Sport Trust](#)

If you are the subject of or have witnessed unacceptable behaviour, please immediately notify a Youth Sport Trust staff member or volunteer. Alternatively, you can call the Youth Sport Trust Safeguarding Team on 01509 462963 or e-mail at safeguarding@youthsporttrust.org.

Failure to comply with the Code of Ethics may result in you being withdrawn and sent home from the Youth Sport Trust activity/event. Disciplinary action may be taken against you under the Youth Sport Trust Disciplinary Procedures or the Safeguarding Concerns Referral Procedures. The Youth Sport Trust will report any alleged criminal activity or conduct to the Police or other statutory authority (as required).

1.Code of Conduct for PARTICIPANTS attending Youth Sport Trust activities and events

Everyone participating in our activities and events must agree to our Code of Conduct. For participants under the age of 18 we ask parents/carers to ensure their child understands this Code of Conduct. Please contact us if you have any questions or queries about the Code of Conduct.

As a participant at a Youth Sport Trust activity/event please:

1. Treat everyone in attendance with the respect, consideration, and fairness that you would like them to show you.
2. Be an excellent role model, building and promoting relationships with others that are based on openness, honesty, trust, and respect.
3. Make the activity/event a fun, happy, friendly, and welcoming place to be for everyone.
4. Be yourself and accepting of others. We are all different, lets celebrate this. Please do not discriminate against anyone.
5. Respect and care for our equipment and venue space as if they were your own.
6. Tell us if you feel worried or concerned about anything, all of our staff are here to help and support you.
7. Do not wander off or leave without telling a member of staff. To keep you safe we need to know where you are at all times whilst you are in our care.
8. Respect and listen to our staff. In an emergency you must follow all the instructions provided by our staff and / or the emergency services.
9. Wear your accreditation (outside your clothing) and any Youth Sport Trust kit (if applicable) for the duration of the activity/event.
10. Understand that the Youth Sport Trust has a zero-tolerance approach to abusive, threatening, intimidating or hurtful language or behaviour, bullying, violence, carrying weapons, taking or supplying illegal substances and performance enhancing drugs.
11. Promote a healthy environment. Smoking, vaping and the consumption of alcohol is not allowed.
12. Do not engage in sexual activity at any time for the duration of the activity/event.
13. Keep your mobile phone switched off during the activity/event unless invited by staff to use it as part of the activity.
14. Do not take images or film other individuals in attendance unless you have their permission.
15. Use social media to promote positive images and content regarding the activity / event and everyone attending alongside you.
16. Only enter and use your own bedroom if you are staying overnight on a Youth Sport Trust residential camp.

I understand that if my behaviour does not uphold this Code of Conduct, the Youth Sport Trust may withdraw me from the activity/event and send me home. Any suspected criminal behaviour or conduct will be reported by the Youth Sport Trust to the Police.

2. Code of Conduct for STAFF at Youth Sport Trust activities and events

This code of conduct applies to all individuals in a paid or voluntary role at Youth Sport Trust activities or events.

We expect you to:

1. Treat everyone in attendance with the respect, consideration, and fairness that you would like them to show you.
2. Be a positive role model, maintain appropriate boundaries and build and promote positive relationships.
3. Champion everyone's right to take part and celebrate difference. Do not discriminate against anyone.
4. Understand and act in accordance with the Event Safeguarding Plan supporting the Designated Event Safeguarding Lead and Safeguarding Team.
5. Respect your position of trust and maintain appropriate boundaries and relationships with young people under the age of 18. Engaging in sexual activity with any child under the age of 18 is illegal.
6. Understand that at some events and activities you may hold a position of responsibility for any adults in attendance. If you do follow and act in accordance with the Event Safeguarding Plan.
7. Listen to any concerns regarding a child or an adult, stay calm and report your concerns immediately in accordance with the Event Safeguarding Plan.
8. Understand that the Youth Sport Trust has a zero-tolerance approach to abusive, threatening, intimidating or hurtful language or behaviour, bullying, violence, carrying weapons, taking and supplying illegal substances and performance enhancing drugs. Any such behaviour must be immediately reported to the Event Safeguarding Lead.
9. Understand your role and your required attendance at the activity/event including any pre-event requirements, attendance at staff briefings and any follow up post-event requirements.
10. Wear your accreditation (outside your clothing) and Youth Sport Trust kit (as required) for the duration of your working hours at the activity/event.
11. Promote a healthy environment where smoking, vaping and alcohol is not permitted.
12. Ensure activities are appropriate for the age, maturity and ability of everyone taking part. Ensure any equipment required is accessible and fit to use.
13. Uphold and implement all the Youth Sport Trust policies, procedures and guidance as relevant to your role at the activity/event. This could include (but not be limited to), Image Use Policy, Social Media Policy, Whistleblowing Policy and Anti-Bullying Policy.

I understand that if my behaviour does not uphold this Code of Conduct, the Youth Sport Trust may withdraw me from the activity/event. Breaches of this Code of Conduct may result in disciplinary action being taken against me under the Youth Sport Trust Disciplinary Procedures or the Safeguarding Concerns Referral Procedures. Any suspected criminal behaviour or conduct will be reported to the Police or other statutory authority (as applicable).

3. Code of Conduct for non-Youth Sport Trust staff and volunteers for example (but not limited to) official photographers or consultants providing a service at an event.

We expect you to:

1. Understand your role and your required attendance at the activity/event including completion of any pre-event documentation, attendance at training, event briefings and any follow up post-event requirements (as applicable to your role).
2. Carry out your role as set out in your contract for services or volunteer agreement. If you have any concerns, worries or questions about your role these should be raised immediately with the Youth Sport Trust.
3. Treat everyone at the activity/event with the respect, consideration, and fairness that you would like them to show you.
4. Champion everyone's right to take part and celebrate difference. Do not discriminate against anyone.
5. Understand and act in accordance with the Event Safeguarding Plan. If you have any concerns or questions raise these immediately with the Event Safeguarding Lead.
6. Report immediately any concerns you have regarding the safety, safeguarding, welfare, behaviour or conduct of anyone in attendance, even if you are a witness to the Event Safeguarding Lead and / or the Event Safeguarding Team.
7. Maintain appropriate and professional boundaries with everyone attending the activity/event.
8. Not to share your personal information with attendees or place yourself in a vulnerable position, such as being alone with young people under the age of 18.
9. Not to become involved in providing any personal care or support to anyone attending the activity/event.
10. Wear your accreditation (outside your clothing) and Youth Sport Trust kit (if required) for the duration of your working hours at the activity/event.
11. Understand that the Youth Sport Trust has a zero-tolerance approach to abusive, threatening, intimidating or hurtful language or behaviour, bullying, violence, carrying weapons, taking or supplying illegal substances and performance enhancing drugs. Any such behaviour must be immediately reported to the Event Safeguarding Lead.
12. Promote a healthy environment. Smoking, vaping and alcohol consumption is not permitted.
13. Uphold and implement all the Youth Sport Trust policies, procedures and guidance as provided to you for the purposes of your role at the activity/event. This could include (but not be limited to), Image Use Policy, Social Media Policy and Whistleblowing Policy.

I understand that if my behaviour does not uphold this Code of Conduct, the Youth Sport Trust may withdraw me from my contracted or volunteer role at the activity/event. Any suspected criminal behaviour or conduct will be reported to the Police or other statutory authority (as applicable).