

 YOUTH SPORT TRUST	POLICY	Document Number: SGPo02
	CODE OF ETHICS AND CONDUCT	Version number:2 Updated: September 2020 Next Review Date: February 2022

v.	Latest Amendment Details	Authorised by
1	Policy created in new format	Assistant Director - HR
2	Policy updated to reflect virtual delivery	Assistant Director - HR

Introduction

The Youth Sport Trust (YST) Code of Ethics and Conduct outlines the behaviour expected from everyone connected with the YST. All individuals have a responsibility to act according to the highest standards of integrity, and to ensure the reputation of the YST is beyond reproach.

Everyone involved in YST activities, both adults and young people/children have a responsibility for setting the standards and treating everyone with dignity, respect, sensitivity and fairness. This Code allows YST to uphold its internal values of trust, integrity, responsibility and partnership working and allows us to deal with any breaches of the Policy with a consistent approach.

Everyone involved in YST plays a part in making sure all aspects of our work are inclusive and welcoming of everyone. YST is committed to ensuring that all people irrespective of their protected characteristics of age, disability, colour, race, ethnic origin, gender, gender identity, gender expression, marital or civil partnership status, pregnancy, nationality, religion or sexual orientation have a genuine and equal opportunity to participate in all YST activities.

The YST is opposed to any form of violent, abusive, offensive or discriminatory behaviour and will act accordingly to individuals who do not abide by this Code of Ethics and Conduct. Every child, young person or adult at risk involved in YST activities should be able to participate in an enjoyable and safe environment and be protected from abuse.

Who does this apply to?

This Code of Ethics and Conduct applies to everyone taking part in YST activities, whether you have a voluntary or a paid role, or are participating in one of our events. Any breaches of this code will be dealt with through the disciplinary procedures.

Expected minimum standards of behaviour and conduct

Individuals involved in the YST activities (including all online activities) will always follow and comply with the following Code of Ethics and Conduct:

- I will abide by the YST Safeguarding Policy and Procedures and good practice guidelines which can be found at www.youthsporttrust.org/safeguarding
- I will respect the rights, dignity and worth of every individual and promote their welfare and individual needs. I will fully embrace the ethos of equality and diversity as outlined in the YST [Equality and Diversity Policy](#).
- I will conduct myself in a manner that takes all reasonable measures to protect my own safety and safety of others.
- I will protect myself and others from verbal or physical abuse and threatening or intimidating behaviour.
- I will never use foul, abusive or offensive language or gestures and I will display high standards of behaviour at all times.
- I will treat others with the respect and fairness that I would like them to show me.
- I will build and promote relationships with participants and others that are based on openness, honesty, trust and respect.
- I will not condone, or allow to go unchallenged, any form of discrimination I witness.

- I will respect the differences between everyone in terms of age, gender, gender identity, gender expression, race, ethnic origin, sexual orientation, religion or belief or disability and I will not tolerate or be involved in discrimination of any kind.
- I will keep my mobile phone switched off during sessions unless invited to use as part of the session.
- I will not smoke (including e-cigarettes) except within the named designated areas.
- I will ensure my use of social networking sites promote positive images and comments of the event.
- I will not take and share any photographs/videos of other people at the event who do not give me their permission for them to be taken.
- Any still images or video footage that I take during the event will only be used during and post event to support or positively publicise the YST.
- I will ensure that any communication that is shared in the public domain through social media will be professional and appropriate.
- I will wear my accreditation (if provided) and will wear any official YST clothing for the duration of the event.

Residential Events:

- I will not leave the hotel or my designated accommodation at any time during the event, unless as part of an organised activity or agreed in advance.
- I will abide by any stipulated curfew time for being in my bedroom each night (participants only).
- I will not enter any accommodation area other than my own.
- I will not engage in sexual activity.
- I will not possess, consume or supply alcohol, illegal and/or performance enhancing drugs.

I understand that should I fail to comply with any aspect of this code of ethics and conduct, I may be withdrawn from the activity or event and (If appropriate) sent home. I may be subject to disciplinary action from the YST and/or my school/organisation which could jeopardise my future participation within sport and/or at future YST activities.