



Code of Conduct for Working with Children and Young People

The following is code of conduct guidance provided by Archery GB:

Avoid being alone (no other adult is present) with children (person under 18) or adults at risk, (where carrying out 1 to 1 coaching, or other official duties involving children, or adults at risk also see Coaches, Judges and Officials additional standards of conduct below).

This includes:

- Never take an under 18 to an archery event or activity alone on a journey
- Never inviting or allowing an under 18 archer to stay at my home unsupervised
- Always ensuring engagement with under 18s and adults at risk using online platforms is with the parent/carers consent
- Never contacting an archer aged under 18 without the knowledge of their parent/carer
- Never share accommodation with an under 18
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Llantarnam Archery Club endorses Archery GB's Code of Conduct for working with children and young people (CYP). All club members are encouraged to adhere to this Code of Conduct.

For further guidance/information please follow the link below.

<https://archerygb.org/files/code-of-conduct-210723114601.pdf>

In addition to the above - the following information and guidance should also be adhered to by club members:

Abuse

CYP should never experience any form of abuse when attending club – or anywhere else. Abuse includes: physical, sexual, negligence, financial, humiliation.

Bullying

CYP should never experience bullying at club. Bullying is a form of abuse. Bullying can be in-person or cyberbullying (online) often via social media. Bullying can also be passive aggressive.

Bullying can include:

- Physical harm / assault
- Intimidation
- Threats
- Teasing
- Name calling

Bullying can be aimed at certain groups such as: race – religion – disabilities/mental health experiences – gender identities and/or sexual orientation.

Discrimination

Some people from the groups mentioned here can also experience discrimination – either directly or indirectly. *Direct discrimination* means - people with protected characteristics being treated less favourably than others. *Indirect discrimination* means – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.

Source: Gov.UK <https://www.gov.uk/discrimination-your-rights/how-you-can-be-discriminated-against>

Llantarnam Archery Club advocates anti-discriminatory practices and promotes inclusivity. The club encourages all members to report any incidents of discrimination should they arise.

Physical Contact

Under no circumstances should CYP be inappropriately touched by any club member or anyone else.

In archery physical contact is sometimes helpful during the coaching process. A coach might need to place a hand on the upper back /shoulder area of a trainee archer to indicate how the muscles expand and rotate in order to draw the string. In these situations, the coach must ask the archer for permission to make physical contact in the upper back area. Permission must also be sought from parents/guardians.

Videos and photographs

Under no circumstances should children and young people be videoed or photographed without their awareness or consent.

Parents should provide written consent for their children to be videoed or photographed by a club official at club tournaments. Parents may video or photograph their own children.

Favouritism

Club members should not favour children – eg; singling them out / buying them gifts / making promises etc.

Reporting Concerns

Reporting Breaches of the code of conduct must be reported, and those receiving the reports must treat them seriously, and confidentially. All parties including those under suspicion of the breach should be treated fairly. To report a breach, you can:

- Talk to your Welfare Officer (Leigh Hale lh.leeahale@gmail.com) or Event Organiser about what you have experienced, witnessed, or heard
- Follow this up with a letter or email and include details of witnesses to the behaviour
- Report serious concerns of abuse, bullying, discrimination, and anti-doping should be reported to Archery GB's safeguarding team safeguarding@archerygb.org

Contact Archery GB if you feel the report of the breach has not been handled appropriately

Source: Archery GB.

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