

## Code of Practice for working with young people

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Children and young people are able to play tennis because of the thousands of adults, both paid and unpaid, who provide opportunities for them to do so. All of these adults have special responsibilities to the children they work with. This code of conduct should be adopted or used by any tennis organisation, as it provides clear guidance on the types of practice that will meet these responsibilities.

Good conduct not only prevents incidents and allegations, but also helps to highlight any conduct (by other people) that is unsafe or unprofessional

**Everyone working with children and young people in tennis agrees to:**

1. Remain professional at all times;
2. Use appropriate language at all times and challenge anyone who swears or uses unacceptable language in front of or toward children and young people;
3. Encourage children and young people to participate in tennis using 'Fair Play' values and encourage respect for one another;
4. Work and communicate openly and in an open environment, to avoid situations that could be misinterpreted in both tennis settings and with social media;
5. Keep a separate personal and business profile / account for all social media;
6. Be aware of the power and trust held as a person in a position of trust, treating this position and power with the highest of responsibility.
7. Ensure provision of a safe and inclusive environment for all children, their age, gender, sexuality, gender reassignment, disability or ability, religion, or ethnicity;
8. Maintain professional relationships with children at all times and know that any form of sexual relationship with someone under 18 is against the law and breach of their position of trust;
9. Act as an excellent role model at all times; which includes refraining from smoking or taking drugs or illicit substances when coaching or around tennis environments;
10. Use positive reinforcement for discipline and report to the Safeguarding Team anyone who is seen to intimidate, threaten or act in a way that is physically or verbally abusive and agree to challenge a child or other person who acts in this way;
11. Work in an open and accountable manner;
12. Challenge poor practice of others; and
13. Seek the advice of colleagues and refer to polices if unsure at any time about practice or behaviour observed.