



Nederlandse
Ski Vereniging



Appendix A - Lowlanders STAFF & VOLUNTEER SAFEGUARDING CODE OF CONDUCT

Lowlanders acknowledges its duty of care to safeguard all participants, especially children, involved in Lowlanders activities from harm. Everyone has a right to protection, and the needs of anyone who may be particularly vulnerable must be considered. This includes athletes of all ages and participants. The Lowlanders Safeguarding Policy aims to ensure the safety and protection of all participants involved in Lowlanders programme activities through adherence to the Safeguarding Policy adopted by the Lowlanders. A child is defined by Lowlanders as a person under the age of 18.

Any individual or organisation which is currently working with Lowlanders, in any capacity, whether voluntary or paid, and all participants should be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations and are required to abide and agree to work in accordance with this Code of Conduct.

By signing this Code of Conduct, I agree that:

I will always:

- Work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication)
- Treat all participants equally, with respect and dignity, and refrain from all forms of communication, action or behaviour that may be perceived as offensive.
- Put the welfare of each participant first, before winning or achieving goals
- Maintain a safe and appropriate distance with the participants
- Take efforts to avoid contact with the athletes in private spaces unless there are several persons present
- Make sport fun, enjoyable and promoting fair play
- Ensure that if any form of manual/physical support is required, it should be provided. Care should be taken, as it is difficult to maintain hand positions when a participant is constantly moving. The participants should always be consulted and their agreement gained.
- Being a role model – this includes not smoking, drinking excessive alcohol or using drugs or illicit substances during Lowlanders activities.
- Give enthusiastic and constructive feedback rather than negative criticism
- Show respect for the athletes', coaches' and leaders' private life
- Recognise the different developmental needs and capacity of the participants – avoiding excessive training or competition and not pushing them against their will.
- Keep a written record of any injury that occurs, along with the details of any treatment given.
- Take action if a breach of these rules is experienced.

I will never:

- Engage in rough, physical or sexually provocative games
- Allow or engage in any form of inappropriate touching.
- Allow participants to use inappropriate language unchallenged
- Make sexually suggestive comments to any participant, even in fun



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- Reduce a participant to tears as a form of control.
- Allow allegations made by a participant to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature for participants that they can do for themselves.
- Invite participants to have inappropriate individual contact with you after the session has finished, e.g., through social media.

Incidents that must be reported/recorded:

If any of the following occur, you should report this immediately to a senior colleague and record the incident. You should also ensure the parents/next of kin of the participant are informed:

- If you accidentally hurt an athlete or participant
- If he/she seems distressed in any manner other than normal behaviour
- If a young person misunderstands or misinterprets something you have done in an abnormal way

Please note the **reporting form** as well as the details of the **Wellbeing Officer** set out in Appendix B.

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Lowlanders staff/volunteer agreement:

I have read and understood the Lowlanders Safeguarding Policy and Code of Conduct and agree to follow the guidelines outlined.

Signature:

Name:

Date: