



## Code of Conduct Staff, Trainers, Guests and Volunteers

If you are a member of The Portsmouth School of Wrestling coaching staff, a guest of the Portsmouth School of Wrestling, or a Volunteer the following standards are expected to be followed without exception. Any breach of this Code will result in disciplinary action.

### All staff & volunteers must:

- Consider the wellbeing and safety of participants ahead of the development of performance.
- Remain mindful of the principles of equality and diversity, and ensure that behaviour reflects those principles.
- Develop an appropriate working relationship with participants, based on mutual trust and respect. Avoid private social media/text message conversations with trainees, unless wholly and strictly related to training business.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Never knowingly or willingly endanger the safety of those you are working with
- Never engage in inappropriate, suggestive or sexual behaviour with any individual under the age of 18 (including, but not limited to, young people within wrestling).
- Follow all guidelines laid down by the Portsmouth School of Wrestling
- Maintain accurate records of personal qualifications and information, including but not limited to DBS checks.
- Never exert undue influence over performers to obtain personal benefit or reward.
- Never engage in sexual relations with any trainee, regardless of their age. (Physical or suggestive)
- Never condone rule violations or the use of prohibited substances.
- Encourage participants to value their performances regardless of the setting & their place on a card
- Encourage and guide participants to accept responsibility for their own performance and behaviour
- Ensure any complaints or concerns are raised in a suitable and prompt fashion, following the relevant safeguarding guideline.
- Never actively promote anti-social behaviour, lude acts or excessive drinking, or force member of the Portsmouth School of Wrestling into taking part in such activities.
- Never do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy