



Code of Conduct for working with children and young people

For ICPF child protection purposes, a child is a person under the age of 18, regardless of what a particular country's law may state. All staff and volunteers are expected to uphold the Child Safeguarding & Protection Policy and Code of Conduct as applicable to everyone under 18 and to handle any concerns about someone under 18 as a child protection concern, following ICPF child protection procedures.

For the purposes of clarification, the term "safeguarding" means being proactive, raising awareness and putting preventative measures in place. The need for protection is when abuse (verbal or physical), neglect or harm has happened or is likely to happen to a child.

ICPF is committed to promoting safe and inclusive tennis environments for all; all those who meet children and young people should sign up to and adhere to this code of conduct.

This code must be read in conjunction with the ICPF's Guidance on Child Safeguarding & Protection and Child Safeguarding & Protection Policy.

The code is split into four sections:

1. Rights of children and young people
2. Professional Standards
3. Personal Standards
4. Relationships

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

1. Rights of children and young people:

- Create a safe and inclusive environment where child and young person can participate to their desired level, free from fear and harassment.
- Recognise the rights of children and young people to be treated as individuals.
- Encourage children and young people to participate in tennis using good sportsmanship values to both enjoy tennis and encourage respect for one another.

2. Professional Standards:

- Commit to providing the best quality service, developing both yourself and others.
- Be open and honest in all tennis related activities and avoid situations which may be interpreted as or constitute poor practice, such as using your personal social media accounts for business purposes.
- Be responsible for your actions whilst challenging poor practice of others and promoting and executing good practice.

3. Personal Standards:

- Be positive, approachable and friendly in your manner at all times and promote the sport of tennis.
- Always use appropriate language and challenge anyone who swears or uses unacceptable language in front of or toward children and young people.
- Act as excellent role model at all times; which includes refraining from smoking and drinking alcohol around children and young people as well as taking drugs or illicit substances.

4. Relationships:

- Empower children and young people to gain strength and confidence through their tennis.
- Not engage in any type of abusive (physical, emotional, sexual or neglect) or bullying behaviour.
- Not engage in sexual or intimate relations with children and young people under the age of eighteen.
- 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.
- Refer concerns about the welfare of a child or young person to the Welfare Officer or the Police.

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Signed and dated (by all staff and volunteers)

For any questions relating to this form, please contact Jane Hannon, Secretary of ICPF,
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