

Under Scottish legislation and the United Nations Convention of the Rights of the Child, a child is defined as any youngster under the age of 18 years old.

A key principle is the child's (and adult's) right to privacy; incidents should not widely discussed. The Child Protection Officer for your club should be consulted at the earliest point in time.

A Code of Conduct has a number of important functions. It:

- Sets out what behaviour is acceptable and unacceptable
- Defines standards of practice expected from those to whom it applies
- Forms the basis for challenging and improving practice
- Helps to safeguard staff/volunteers by encouraging them to adhere to agreed standards of practice
- Sets out for children and parents/carers the standards of practice which they and the organisation should expect from those who work/volunteer with children.

Scottish Target Shooting supports and requires ***all*** members to observe the following standards of **practice, including verbal and non-verbal actions when involved in activities with children.**

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with Scottish Target Shooting's Complaints Policy*, Performance Management*, Disciplinary Procedure and/or Procedure for Responding to Concerns about Child Abuse*.

GOOD PRACTICE

- Make sport fun, enjoyable and promote fair play.
 - Treat all children equally, with respect, dignity and fairness.
 - Involve parents/carers wherever possible.
 - Build balanced relationships based on mutual trust.
 - Include children in the decision-making process wherever possible.
 - Always work in an open environment, wherever possible. Avoid private or unobserved situations.
 - Put the welfare of each child first before winning or achieving performance goals.
 - Be an excellent role model including not smoking or drinking alcohol in the company of children.
 - Give enthusiastic and constructive feedback rather than negative criticism.
 - Recognise the developmental needs and capacity of children.
 - Avoid excessive training and competition, pushing children against their will and putting undue pressure on them.
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PRACTICE TO BE AVOIDED

In the context of your role within Scottish Target Shooting, the following should be avoided:

- Having 'favourites' – this could lead to resentment and jealousy by other children and could be misinterpreted by others.
- Spending excessive amounts of time alone with children away from others – consider transport
- Entering children's bedrooms on trips away from home, unless in an emergency situation or in the interest of health and safety. If it is necessary to enter rooms, knock and say that you are coming in. The door should remain open, if appropriate.
- Where possible, doing things of a personal nature for children that they can do for themselves.

UNACCEPTABLE PRACTICE

In the context of your role within Scottish Target Shooting, the following practices are unacceptable:

- Engaging in sexually provocative games, including horseplay.
- Engaging in rough or physical contact unless it is permitted within the rules of the game or competition.
- Forming intimate emotional, physical or sexual relationships with children.
- Allowing or engaging in touching a child in a sexually suggestive manner.
- Allowing children to swear or use sexualised language unchallenged.
- Making sexually suggestive comments to a child, even in fun.
- Reducing a child to tears as a form of control.
- Allowing allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Inviting or allowing children to stay with you at your home.
- A Coach and/or other leader sharing a room alone with a child.

WHAT TO DO IF YOU HAVE A CONCERN

West Atholl Rifle Club has adopted *Scottish Target Shooting's* Child Protection Policy, Procedures and Guidelines as our framework for shooting alongside children.

Your Child Protection Officer is Julia Adamson who can be contacted at 0771 5137 401