NEWHAM SPORTS CLUB
PROGRESSIO CUM POPULO

POLICIES & PROCEDURES

CODE OF CONDUCT

ADOPTED	NEXT REVIEW	OWNER
01/09/2026	September 2027	Newham Sports Club Board

01 WHO THIS APPLIES TO

Everyone delivering or supporting NSC activity: coaches, facilitators, youth leads, Lead Adults, volunteers, Board members, and contractors. A separate, shorter version (Section 4 below) sets out what we ask of young people and participants.

02 STANDARDS FOR EVERYONE DELIVERING NSC ACTIVITY

Do:

- Put participant welfare and enjoyment first, every session.
- Treat every participant, colleague and family with respect and dignity, regardless of ability, background or how much they contribute.
- Be a positive role model — in language, punctuality, effort and how you handle setbacks.
- Work in sight of others; avoid being alone with a single participant wherever possible.
- Involve participants in decisions about their own sessions wherever it's practical — this is part of how NSC works (co-production is one of our core values), not an optional extra.
- Hold current, appropriate qualifications and DBS clearance for your role (see the Safer Recruitment Policy), and tell your Lead Adult or the DSL if either lapses.
- Report safeguarding concerns, near-misses, and incidents immediately — see the Safeguarding Policy.
- Respect confidentiality: don't discuss a participant's personal circumstances outside those who need to know.

Don't:

- Smoke, vape, or drink alcohol in the presence of participants, or attend a session under the influence.
- Use physical punishment, humiliation, shouting-as-control, or exclusion as discipline (see the Anti-Bullying & Behaviour Management Policy for what to do instead).
- Show favouritism, or single out any participant for special/negative treatment.
- Contact a participant under 18 through personal social media or private messages (see the Safeguarding Policy, §5, and the Photography/Social Media Consent Policy).
- Make promises you can't keep, especially about confidentiality when a safeguarding concern is involved.
- Accept gifts or favours from participants/families beyond token, low-value gestures, without telling your Lead Adult.

03 BREACHES

A breach of this Code is handled through NSC's disciplinary process (for paid staff) or by the Board (for volunteers/Board members), proportionate to what happened. Where a breach also raises a safeguarding concern, the Safeguarding Policy's allegations procedure (§6) takes priority and runs first.

04 WHAT WE ASK OF YOUNG PEOPLE AND PARTICIPANTS

- Play fair, try your best, and have fun.
- Treat coaches, staff, and other participants — including opponents — with respect.
- Listen to instructions, especially anything about safety.
- Tell a member of staff, your Lead Adult, or any adult you trust if something happens that upsets or worries you — you won't get in trouble for speaking up.
- No bullying, discrimination, or violence, on or off the pitch/court (see the Anti-Bullying & Behaviour Management Policy).

05 REVIEW

Reviewed annually alongside the Safeguarding Policy. **Next review: September 2027.**

ADOPTION

Approved and formally adopted by the Newham Sports Club Board.

ROLE	NAME	SIGNATURE	DATE
Chair	Naser Mohamed	*Naser Mohamed*	01/09/2026
Treasurer & Deputy Safeguarding Lead	Abdirahman Mohamed	*Abdirahman Mohamed*	01/09/2026
Secretary & Governance Officer	Uthman Sanusi Mohammed	*Uthman Sanusi Mohammed*	01/09/2026

Adoption date: 01/09/2026 · **Next review:** September 2027