



Code of Conduct

Revised July 2018



Code of Conduct

1. Introduction

VCSA is a youth and community organization working for children and young people. All those involved with VCSA as a trustee, staff, volunteer or service user have a responsibility, above and beyond compliance with the law, to act according to the highest standards of integrity, and to ensure that the reputation of VCSA remains high. This code applies to all those involved in VCSA.

Community

VCSA is a vital part of a community. VCSA will take into account community feeling when making decisions.

Equality

VCSA is opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed.

Participants

VCSA recognises the sense of ownership felt by those who participate at all levels. This includes those who take part in VCSA activities, those who volunteer in any way, and those who officiate, as well as administrators and supporters. VCSA is committed to appropriate consultation.

Young People

VCSA acknowledges the extent of its influence over young people and pledges to set a positive example.

Propriety

VCSA acknowledges that public confidence demands the highest standards of financial and administrative behavior within the organisation, and will not tolerate corruption or improper practices.

Trust and Respect

VCSA will uphold a relationship of trust and respect between all involved, whether they are individuals, clubs or other organisations.

Violence

VCSA rejects the use of violence of any nature by anyone involved in the organisation.

Fairness

VCSA is committed to fairness in its dealings with all involved in the organisation.



Code of Conduct

2. Code of Conduct for Staff and Volunteers

Staff and volunteers have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications

Staff and volunteers are key to the establishment of ethics in VCSA. Their concept of ethics and their attitude directly affects the behavior of young people under their supervision. Staff and volunteers are, therefore, expected to pay particular care to the moral aspect of their conduct.

Staff and volunteers have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications.

Increased responsibility is requested from Staff and volunteers involved in working with young people. The health, safety, welfare and moral education of young people are a first priority, before the achievement or the reputation of the club, school, coach or parent.

VCSA has set out the points below which forms the benchmark for all involved:

1. Staff and volunteers must respect the rights, dignity and worth of each and every person and treat them equally.
2. Staff and volunteers must place the wellbeing and safety of each young person above all other considerations.
3. Staff and volunteers must adhere to all guidelines laid down by the organisation.
4. Staff and volunteers must develop an appropriate working relationship with each young person based on mutual trust and respect.
5. Staff and volunteers must not exert undue influence to obtain personal benefit or reward.
6. Staff and volunteers must encourage and guide young people to accept responsibility for their own behavior.
7. Staff and volunteers must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of Young peoples.



Code of Conduct

3. Code of Conduct for Young People

Respect for all others in the organisation is fundamentally important.

Young people are the most important people in the organisation. Respect for all others in the organisation is fundamentally important. This Code focuses on young people involved in VCSA.

Obligations towards the organisation

A young person should:

1. Make every effort to develop themselves.
2. Give maximum effort and strive for the best.
3. Set a positive example for others.
4. Always have regard to the best interests of VCSA, including where publicly expressing an opinion on the club and any particular aspect of it, including others involved within VCSA.
6. Not use inappropriate language.

Respect for VCSA as an organisation

A young person should:

1. Know and abide by club rules and regulations.
2. Show respect to club officials.
3. Abide by the instructions of VCSA staff and volunteers.
4. Show due respect towards other adults involved with VCSA.

Respect towards other young people

A young person should:

1. Treat other young people with due respect at all times.



Code of Conduct

4. Code of Conduct for Parents

Ensure that parents within your club are always positive and encouraging towards all of the children not just their own.

Parents have a great influence on children's enjoyment and success in VCSA. All children join VCSA because it's fun. It is important to remember that to reinforce the message to parents that positive encouragement will contribute to:

- Children enjoying activities
- A sense of personal achievement
- Self-esteem
- Assist to improve the child's skills and techniques

A parent's expectations and attitudes have a significant bearing on a child's attitude towards:

- Other young people
- Official
- Managers
- Spectators

Parents are encouraged to play an active role in VCSA activities and are expected to:

- Give attention to each of the children involved in activities
- Give encouragement to everyone to participate in activities.
- Not to shout and scream.
- Respect the VCSA staff and volunteers.