

## Powerleague

### Padel Code of Conduct

Our Values are:

#### ENERGETIC

We have an energy that wouldn't be out of place on one of our pitches. An active spark that resonates across our team and customers

#### MOTIVATED

We really want this and have more than a strong desire to go above and beyond

#### PASSION TO SERVE

We all have passion, enthusiasm and energy to serve our customers and make a real difference. We manage the business by being in front of customers, listening and taking action. We proactively go the extra mile and know we are delivering when our customers tell us we are

#### OWNERSHIP

We understand what is expected of us, are accountable and entrepreneurial. We are proud of the positive environment we create and follow through on commitments that we make for better colleague and customer experience

#### WILL TO WIN

We take pride in delivering stunning results

#### EMPOWERED

We trust each other to succeed and learn from our mistakes. We think creatively and have fun along the way

#### RELENTLESS

We do the right thing, not the easiest thing. We never give up and face up to tough decisions to deliver great results. We overcome challenges and strive to exceed expectations.

#### **All members of staff and volunteers agree to:**

- Prioritise the well-being of all children, adults and employees at risk at all times
- Treat all children and adults at risk fairly and with respect
- Be a positive role model to all. Act with integrity, even when no one is looking
- Help to create a safe fun and inclusive environment both on and off court
- Not allow any rough or dangerous behaviour, bullying physically and emotionally or the use of bad or inappropriate language.
- Report all allegations of abuse or poor practice to the club Welfare Officer
- Not use any sanctions that humiliate or harm a child or adult at risk

- Value and celebrate diversity and make all reasonable efforts to meet individual needs
- Keep clear boundaries between professional and personal life, including on social media
- If video is to be used as a coaching aid then prior consent must be obtained and videos must be destroyed immediately after the event.
- Not to use children, young or vulnerable people on any social media
- Only engage in physical contact if the aim is to develop sports skills or techniques, treat an injury, prevent an injury, meet the requirements of the sport or as part of an emergency or congratulatory (e.g. handshake / high five)
- Never engage in physical contact without asking for permission first and never engage out of sight of others.
- Ensure roles and responsibilities are clearly outlined and everyone has the required information and training
- Avoid being alone with a child or adult at risk unless there are exceptional circumstances
- No transporting children or adults at risk, unless in an exceptional circumstance and this will have to be confirmed with club manager.
- Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such
- Not have a relationship with anyone under 18 for whom they are coaching or responsible for
- Not to have a relationship with anyone over 18 whilst continuing to coach or be responsible for them

**All children agree to:**

- Be friendly, supportive and welcoming to other children and adults
- Play fairly and honestly
- Respect club staff, volunteers and Officials and accept their decisions
- Behave, respect and listen to your coach
- Take care of your equipment and club property
- Respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, culture, religion or sexual identity
- Not use bad, inappropriate or racist language, including on social media
- Will play all matches and tournaments in the best spirit of the game and not bring the game into disrepute.
- To not bully, intimidate or harass anyone, including on social media or in any other forms
- To encourage and applaud good play and support in a positive manner, to display good etiquette by not clapping on unforced errors.
- Not smoke, drink alcohol or drugs of any kind on club premises or whilst representing the club at competitions or events.
- Talk to the club Welfare Officer about any concerns or worries they have about themselves or others