



CODE OF CONDUCT

"Putting safeguarding at the heart of our activities"

This Code of Conduct details the wellbeing values, standards and practices that underpin how you are expected to conduct yourself and how you treat the children and young people that you are engaged with in your role. (The wellbeing values include; approachable, accountable, empowering and inclusive).

These standards are relevant to all Rangers FC staff and volunteers when involved in activities with children and young people. We include all activities within Rangers FC with children and young people under the ages of 18 years; regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status or family circumstance.

It is important that it is recognised that relationships between adults in positions of authority over children are unequal, with a power imbalance and it is vital to your individual responsibility for actions, to ensure that they do not abuse this position of trust.

All concerns about a breach of this Code of Conduct will be taken seriously and responded to in line with Rangers FC Responding to Concerns about the Conduct of an Adult and/or Disciplinary Procedures.

APPROPRIATE BEHAVIOUR

- Prioritise the wellbeing of children and young people
- Make football fun, enjoyable and promote fair play
- Promote, recognise and respect children's rights
- Value and respect all children and young people as equal individuals
- Put the wellbeing and best interests of each child first; before winning or achieving performance goals
- Place the needs, rights and views of children and young people at the centre of your decision making.
- Listen attentively to and respect the voices of children and young people
- Demonstrate strong mentor/leadership qualities as a role model: patience, dedication and stewardship
- Create a learning environment that is relevant and meets the needs of all participants age and stage of development
- Create empowering opportunities for children and young people to enjoy and achieve whilst participating in football
- Develop appropriate and professional relationships based on honesty, mutual trust and respect
- Challenge unacceptable and/or inappropriate behaviours
- Report all concerns regarding the wellbeing of a child and any breaches of this code of conduct
- Involve parents/carers wherever possible and if appropriate to do so
- Represent Rangers FC in a professional, courteous manner at all times



- Embrace Rangers FC philosophy, culture and values
- Adhere to Rangers FC Child Wellbeing & Protection Safe Practice Guidelines; including safe use of social media & safe use of images

UNACCEPTABLE BEHAVIOUR

- Allowing any concerns or allegations about a child's wellbeing to go unreported
- Allowing bullying behaviour in any form between children to go on unchallenged
- Displaying bullying behaviour or making inappropriate, insensitive or improper comments to a child
- Allowing children to swear or use sexualised language unchallenged
- Swearing in the company of or at children
- Making sexually suggestive comments, innuendos or gestures to or in front of children
- Forming intimate emotional, physical or sexual relationships with children
- Creating social opportunities and/or spending time with children out with pre-arranged club football activity
- Engaging in any unnecessary physical contact with a child; including embracing to console feelings of disappointment
- Making inappropriate promises to children or young people
- Being 'friends' with young people on any social media platforms, participating in online gaming and/or using the private 'chat' functions on social media platforms. This is *inappropriate* contact with children.
- Creating social media group chats with children, with no other adult included in the group
- Sharing a child's personal details/ information
- Reducing a child to tears as a form of control
- Inviting or allowing children to stay with you at your home
- Entering children's bedrooms on trips away from home (unless in an emergency situation or in the interest of health and safety)
- Sharing a room alone with a child
- Promoting or initiating excessive training and/or pushing children against their will placing them under undue pressure
- Partaking in the consumption of alcohol or any illegal substance; whilst representing the club (inc; trips away) and/or drinking alcohol in excess the night before engaging in activities with children
- Smoking or vaping in front of children
- Displaying aggressive or violent behaviours towards others; including on front of children
- Any other activity which may; harm or place a child(ren) at risk of harm
- Breaching any of the Rangers FC Safeguarding Best Practice & Guidance



Role Specific; SCOUTS ONLY

- Uphold the scouting principles as stated within the national protocol for the Recruitment, Management & Monitoring of Football Scouts
- Must wear the jacket/clothing as provided by the club, whilst undertaking scouting duties
- Be in possession of and make available if required, Rangers FC & Scottish FA photo ID card when scouting
- Submit all relevant reports & nominations within deadlines, as agreed with Head of Academy Recruitment
- Develop and maintain positive relations with boys' club coaches, league secretaries, SYFA regional and national representatives
- Inform the Head of Academy Recruitment in advance, if you are unable to fulfil any scouting commitments
- Scouts should develop their knowledge of the club's game model, play characteristics and five pillars for player development
- Adhere to Player Approach Protocol, when approaching a boys club, school and/or parents/carers. ****Do not, on any occasion,*** approach a parent/carer directly until permission has been granted by the boys club or school. Thereafter, ensure the boys club is fully aware of any activity the young person is involved in.
- ***Never*** directly approach or engage with a child/young person in your role as Rangers FC scout
- ***You are strictly prohibited from direct or unsupervised contact with children/young people.***

Role Specific; SOCCER ACADEMIES ONLY

- Having clearly defined roles and fully prepared for all sessions; including handling of Consent Forms, implementing Risk Assessments, toilet breaks/cover
- Be on time, be early but never late for your scheduled activity
- Be in possession of and make available if required, Rangers FC ID card/badge

Sign-up:

I agree to abide by and demonstrate the child wellbeing values.

I have read and agree to abide by this Code of Conduct.

I have also read and agree to abide by Rangers FC Child Wellbeing and Protection Policies, Procedures and Safeguards.

Name: Click here to enter text.

Date signed: Click here to enter text.