**Code of Conduct for members, volunteers and their families**

# Introduction

Rossendale Drum Majorettesis fully committed to safeguarding and promoting the wellbeing of all its members.

The group believes that it is important that members, volunteers, committee members and parents/guardians/carers associated with the group should, always; show respect and understanding for the safety and welfare of others.

Therefore, members are encouraged to have their own opinions and beliefs. Be professional always and to share any concerns or complaints that they may have about any aspect of the group with:

* ***Simon Creasey (Director)***
* ***Jeanette Farnworth (Senior Committee / First Aid Lead)***
* ***Catrina Nuttall (Senior Committee / Safeguarding Lead)***
* ***Emma Mainwaring (Senior Committee / Communications Officer)***

Rossendale Drum Majorettes will offer a positive experience for its members where they can learn new skills, socialise, perform, and train in a safe and positive environment.

As a representative of Rossendale Drum Majorettes, you are expected to abide by the following code of practice appropriate to your role(s).

Code of Conduct - Group Committee Members

* Consider the wellbeing and safety of participants before the development of performance.
* Be role models to all members and always conduct themselves appropriately in a professional manner whilst at training/events and on social media platforms.
* Always adhere to the RDM Policy & Procedures.
* Develop an appropriate working relationship with participant’s/event organisers, based on mutual trust and respect.
* Make sure all activities are appropriate to the age, ability, and experience of those taking part.
* Promote the positive aspects of the sport (e.g. fair play).
* Display consistently high standards of behaviour and appearance.
* Follow all guidelines laid down by groups policies and procedures and governing regulations such as Ofsted and CQC.
* Hold appropriate valid qualifications, DBS checks or be working towards such qualifications and insurance cover.
* Never exert undue influence over performers to obtain personal benefit or reward.
* Never overstep professional boundaries or conduct themselves in a manner which could be deemed inappropriate or unprofessional.
* Never condone rule violations, rough play or the use of prohibited substances.
* Encourage participants to value their performances and not just results.
* Encourage and guide participants to accept responsibility for their own performance, actions, and behaviour.
* Never actively promote anti-social behaviour, lude acts or excessive drinking/take recreational drugs, or force any member into taking part in such activities.
* Committee members who smoke must NOT smoke tobacco or E-Cigs in front of other members, officials, parents, guardians, or carers or inside buildings or whilst attending events/training.
* Must not turn up to training or events under the influence of drugs or alcohol; and/or
* Shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.

## Code of Conduct - Members

* Recognise and appreciate the efforts made by committee, parents, trainers, and volunteers in providing the opportunity for you to participate within the group and enjoy the performing environment.
* Must ensure that each performance is conducted in accordance with disciplined and sporting behaviour and acknowledge that it is not enough to rely solely upon that group officials to maintain those principles.
* Shall not, repeatedly; breach the code of conduct or the RDM Polices & Procedures and adhere to them at all times whilst being good role models.
* Must not turn up to training or events under the influence of drugs or alcohol.
* Shall accept and observe the committee and decisions of the senior committee.
* Legal age members who smoke must NOT smoke in front of other members, inside buildings or whilst attending events/training.
* Shall promote the reputation of the group and take all possible steps to prevent it from being brought into disrepute both verbally and on social media platforms.
* Shall not use foul language or abusive language or gestures towards other members, committee officials or members of the public.
* Shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.
* Arrive for training and events at the allocated time to prepare thoroughly.
* Display consistently high standards of behaviour.
* Turn up with appropriate uniform for the event.
* Must not turn up to training or events under the influence of drugs or alcohol.
* Always warm up and cool down properly.
* Perform for fun and enjoyment.
* Learn and play by the rules.
* Recognise and applaud all performances.
* Be a good sport - win with modesty, lose with dignity; and/or
* Co-operate with trainers, fellow members and opponents.

## Code of Conduct - Parents, Guardians and Carers

* Be on your best behaviour. Do not use profane language or harass, physically or verbally, members, committee members, trainers, members of the public or volunteers of the group.
* Be supportive and show respect of the group and all its members, even if mistakes in performances are noticeable.
* Never ridicule or scold a participant for making a mistake during a performance.
* Must not turn up to training or events under the influence of drugs or alcohol.
* Must NOT smoke tobacco or E-Cigs in front of other members, inside buildings or whilst attending events/training.
* Never condone/conduct the use of physical violence and verbal abuse.
* Respect the senior committee’s decisions. Remember he/she is only human with the same feelings as you and, like you, sometimes makes an honest error.
* Always encourage members performing to conduct themselves according to the code of conduct and groups policy and procedures.
* Know the groups aims, objectives and policies and procedures to better understand what you are looking at and commenting on; and/or
* Shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.

## Code of Conduct - Trainers and Volunteers

* Arrive in plenty of time to set up your activities and ensure safety.
* Keep yourself informed about sound training practices.
* Leave training venues as you find them – clean and tidy;
* Always adhere to the RDM Policy & Procedures and be good role model to all members.
* Be reasonable in your demands on participant’s time, energy, and enthusiasm.
* Trainers and volunteers of legal age who smoke tobacco or E-Cigs must NOT smoke in front of other members, inside buildings or whilst attending events/training.
* Must not turn up to training or events under the influence of drugs or alcohol.
* The successful trainer invests in the well-being and interests of their members, not their performance record.
* Teach your members that honest effort is more important than victory so that the result of each performance is accepted without undue disappointment.
* Never ridicule or shout at a participant for making a mistake.
* Teach members to be fair and to follow the rules.
* Divide your time equally between all members.
* Check you have adequate insurance cover for the training you are undertaking.
* Follow advice from a senior committee member/trained first aider when determining if an injured member is ready to play or train.
* Take responsibility for the young people in your care until they have safely left the activity with their responsible adult; and/or
* Shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.

***Note: Failure to comply with the RDM Code of conduct and frequent breaches resulting in the compromise in welfare of any member or public citizen, RDM’s reputation, the best interest of the group I.e. its aims and objectives will result in immediate termination of the perpetrators membership at RDM.***

Please see complaints policy and procedure.

**Version Control**

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| **Version** | **Author/Reviewer** | **Date** | **Comments** |
| RDM\_P002\_A | Simon Creasey | June 2018 | Initial Draft |
| RDM\_P002\_B | Simon Creasey | Sept 2019 | Review |
| RDM\_P002\_C | Becky Nightingale | April 2020 | Review and version control |
| RDM\_P002\_D | Emma Mainwaring | June 2023 | Content review and update |
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This policy will be reviewed on an annual basis as a minimum.