



EVOLUTION SPORTS
CODE OF CONDUCT
FOR STAFF & VOLUNTEERS

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Note: Where we refer to 'parents' we mean parents and carers exclusively. The term 'young learners' or 'young learner' describes any person under the age of 18.

Our Culture & Values (The EVO Way)

The EVO values represent our principles, standards of behaviour and the things that we consider important. This is the Evo Way.

Professional

Coaches and educators who are specialised in the coaching and management of young players. Our programmes offer each young learner the chance to live just like players from elite professional academies.

Respect

Promotion of key sporting values such as self-control, fair play, and mutual respect.

Friendship

The diversity of participant's nationalities and origins allows for an enriching atmosphere, which fosters intercultural exchanges. We aim to create a friendly learning environment which promotes strong bonds between participants from the moment they arrive.

Inclusive

Our training programmes are tailored to the participant's level (age, ability etc...). Groups are formed based on an ongoing assessment, allowing for specific development programmes to be put in place which enhance each player's development.

Pride

We are proud to represent 'EVO' and play an integral part in the development of a new era of sport and health culture in Qatar.

Integrity

We strive for the highest standards. Nothing less is acceptable.

Excellence

We aim to be the best that we can be both individually and collectively.



AS A MEMBER OF STAFF OR VOLUNTEER AT OUR CLUB AND ACTIVITIES, YOU MUST:

- implement our safeguarding policy and procedures.
- report any concerns about or allegations of abuse poor practice to our 'Designated Safeguarding Lead' (DSL).
- listen to any concerns that parents or young people might have.
- consider your behaviour – do not engage in any behaviour that constitutes any form of abuse.
- respect your position of trust and maintain appropriate boundaries and relationships with young people. Engaging in sexual behaviour with any young learner is illegal.
- keep any coaching and safeguarding training up to date.
- keep young learners in your sessions safe by supervising appropriately, using safe methods and techniques and by putting young learners safety first.
- make sure you've got appropriate staffing ratios of adult to participant before the session begins.
- ensure equipment is fit for purpose, safe to use and accessible.
- respect children's trust and rights whilst being honest and open with them.
- champion everyone's right to take part and celebrate difference in our club or by not discriminating against anyone, regardless of gender, race or ability.
- stop play if any injury happens, administer minor first aid and call for help when necessary and then report to Operations Manager.
- use constructive and positive methods of developing young learners skills, without humiliating or harming them.
- behave appropriately online in accordance with our online safety and acceptable use policy.
- challenge and address instances of poor negative aggressive or bullying behaviour amongst young learners.
- lead by example when it comes to good sportsmanship, positive behaviour and commitment to sport.
- develop positive relationships with parents and catch up with them regularly about their child's development.
- make our club a friendly and welcoming place to be.
- enjoy the time you spend with us and be supported in your role.



AS A MEMBER OF STAFF WE UNDERSTAND YOU HAVE THE RIGHT TO:

- be informed of our safeguarding and reporting procedures and what you need to do if something isn't right.
- have access to ongoing training in all aspects of your role.
- be listened to.
- be involved and contribute towards decisions within the club.
- be respected and treated fairly by us.
- feel welcomed, valued and not judged based on your race, gender, or ability.
- be protected from physical or emotional abuse from young learners or parents and be supported to resolve conflicts.

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We expect all EVO staff and volunteers to follow the behaviours and requests set out in this code. If any staff member or volunteer behaves in a way which contradicts any of the points set out above, we will address the problem straight away and aim to resolve the issue.

Continued issues and repeated breaches of this code may result in us taking disciplinary action against you with the involvement of the HR team and ultimately your dismissal from the organisation.

Signature if staff member or volunteer:

Print name of staff member or volunteer:

Signature of line manager:

Print name of line manager:

Date:

MARCH 2021





+974 44076772
info@evosportsqatar.com
www.evosportsqatar.com

