



**ENGSO**

**Code of Conduct**

**Adoption date: 21 April 2023**

## Compliance with the Code

The ENGSO Code of Conduct defines the norms, rules, responsibilities, and proper practices that ENGSO sets as a standard for collaboration with staff members, project managers, interns, volunteers, and partners.

For the specific cases outlined below, ENGSO provides a clear outline of expected behaviors and instructions on what is and isn't considered good practices.

For ENGSO internal cooperation, the Code of Conduct is complementary to the Employment Handbook. For collaboration and activities with partners from the network and beyond ENGSO uses this document as guidance for a minimum standard to ensure respectful and fruitful collaboration.

In case of misconduct, there is a reporting process in place that ensures that every observed misconduct can be reported to a person of trust. The reporting process specifies the ENGSO Office Director and the Secretary-General as the responsible confidants. Any misconduct will be treated on a case-by-case basis.

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# CHILD SAFEGUARDING POLICY

## Overview

ENGSO does not work explicitly with minors or children. Nonetheless, grassroots sport is of great value to them and we might encounter situations through partner- or third-party-events.

- We believe that children and young people should never experience abuse of any kind;
- We have the responsibility to promote the welfare of all children and young people, to keep them safe, and to practice in a way that protects them;
- We acknowledge that some children are additionally vulnerable due to previous experiences, their level of dependency, communication needs, and other issues;
- We recognize that working in partnerships with children, young people, their parents, care-taker and other agencies is essential in promoting young people's welfare.

## Expectation

The expectation toward ENGSO representatives is:

- To promote and prioritise the safety and well-being of children and young people;
- To listen to and respect children;
- To ensure robust safeguarding arrangements and procedures as well as adopt safeguarding best practices through our policies;
- To understand our roles and responsibilities with regard to safeguarding and provide appropriate learning opportunities to recognize, identify and respond to signs of abuse, neglect, and other safeguarding concerns relating to children and young people.

Red flag signals:

- We observe authoritarian, abusive, aggressive, and threatening behaviour from adults or peers;
- We observe disrespectful treatment that include victimization;
- We observe deliberate over-training or excessive physical demands;
- We observe ill-treatment by over-zealous parents as a consequence of sport participation;
- We observe bullying, physical abuse, emotional abuse, grooming by pedophiles and sexual assault or abuse.

# ENGSO Policy

## Safeguarding children

### The purpose and scope of this policy statement and legal framework

ENGSO acknowledges the duty of care to safeguard and promote the welfare of children and young persons and is committed to ensuring safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice and Convention on the Rights of the Child (General Assembly resolution 44/25 of 20 November 1989) and [IOC Consensus Statement on Sexual Harassment and Abuse in Sport](#), *International Olympic Committee*, (2007) requirements.

### The purpose of this policy statement is:

ENGSO is the European Sports NGO and the leading voice for voluntary-based grassroots sport in Europe. Together with our 38 members – National Sports Confederations, National Olympic Committees and other sports organisations from 34 European countries – we form a network that brings together people of different ages and backgrounds that share a passion for sport.

- to protect children and young people who receive [name of group/organisation]'s services from harm. This includes the children of adults who use our services
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of ENGSO and ENGSO youth], including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

### Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents.

- Role description for the designated safeguarding officer
- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording concerns and information sharing
- Child protection records retention and storage
- Code of conduct for staff and volunteers
- Behaviour codes for children and young people

- Photography and sharing images guidance
- Safer recruitment
- Online safety
- Anti-bullying
- Managing complaints
- Whistleblowing
- Health and safety
- Induction, training, supervision and support
- Adult to child supervision ratio

### **We believe that:**

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

### **We recognise that:**

- the welfare of children is paramount in all the work we do and in all the decisions we take all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse • some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

### **We will seek to keep children and young people safe by:**

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people, a deputy and a lead trustee/board member for safeguarding
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made

- recording, storing and using information professionally and securely, in line with data protection legislation and guidance in accordance with the RFID policies
- sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work and one-to-one discussions
- making sure that children, young people and their families know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

## **Contact details**

### **Nominated child protection lead**

Name: Ugne Chmeliauskaite

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### **Deputy child protection lead(s)**

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### **Trustee/Senior lead for safeguarding and child protection**

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Sara Massini,  
ENSGO Secretary General

