Code of Conduct

Introduction

This Code of Conduct applies to trainees at EVO Wrestling Academy and to the coaches, trainers and guests involved in teaching them. Its aim is to encourage positive behaviour and to keep EVO Wrestling Academy a safe and inclusive environment. It should be read alongside the EVO Safeguarding Children & Young People Policy and the EVO Safeguarding Adults Policy.

Alcohol, events and under-18s

This section applies to everyone connected with EVO: coaches, trainers, guests, trainees, members and their guests, at training and at shows, exhibitions and social events, and immediately afterwards.

- **No one drinks alcohol with, or in the company of, anyone under 18 at or after any EVO activity.** Adults do not buy, share or encourage alcohol for under-18s under any circumstances.
- Under-18s are never served, offered or permitted alcohol at an EVO event, and anyone serving alcohol at an EVO event operates a strict age check.
- Older or more senior members carry particular responsibility around younger or under-age members at social occasions, and must not place a young person in an unsafe or compromising situation.
- **A named safeguarding lead is on duty at every EVO show or event,** is identifiable to members and parents, and is the first point of contact for any concern on the day.
- Any breach of this section is treated as a safeguarding and conduct matter and raised with the Designated Safeguarding Lead, following the EVO Safeguarding Response Procedure.

Transport of under-18s

- Coaches, trainers and volunteers do not transport a child alone in a vehicle. Where transport is genuinely unavoidable in an emergency, it is agreed in advance with a

parent or carer wherever possible, a second adult travels where practicable, and it is reported to the DSL and recorded afterwards.

- Responsibility for getting under-18s to and from EVO activity rests with their parent or carer. Under-16s should be dropped off and collected by a parent or carer aged over 18; if alternative arrangements are made, EVO is told in advance.
- Lifts between members and families are a private matter for those families, but EVO coaches and volunteers do not arrange or offer to drive a young person privately.

Coaches, trainers and guests

The following standards are expected without exception. Any breach may result in disciplinary action.

- Treat all people fairly and with respect.
- Be mindful of equality and diversity, and ensure your behaviour reflects those principles, regardless of a person's age, race, sex, gender, sexual orientation, marital status, nationality, social background or any other protected characteristic.
- Ensure your conduct does not bring EVO Wrestling Academy into disrepute.
- Hold a valid enhanced DBS check (this is essential before taking any training session) and keep records of your qualifications and checks up to date.
- Keep mandatory training current, including first aid, equality and diversity, and safeguarding.
- Avoid private social media or messaging conversations with trainees unless wholly and strictly related to training, and never have private one-to-one online contact with anyone under 18.
- Strictly no inappropriate, suggestive or sexual behaviour with any person under the age of 18.
- Never engage in a sexual or romantic relationship with any trainee, regardless of their age. This includes physical conduct and suggestive communication.
- Promote an open and ethical environment in which to learn.
- Never knowingly or willingly endanger the safety of those training under you.
- Escalate any complaint or concern to the Designated Safeguarding Lead promptly and appropriately.
- Use social media responsibly, mindful of public perception and of any association with EVO Wrestling Academy.

- Refrain from any behaviour that could be considered bullying or harassment.
- Accompany a trainee to hospital if they are injured at a session and the situation needs urgent medical attention, staying until a parent or carer arrives.

Trainees

The following standards are expected without exception. Any breach may result in disciplinary action.

- Show respect at all times to coaches, fellow trainees and staff of EVO Wrestling Academy.
- Be mindful of equality and diversity, and ensure your behaviour reflects those principles, regardless of any protected characteristic.
- Ensure your conduct does not bring EVO Wrestling Academy into disrepute.
- Avoid private social media or messaging conversations with coaches or trainers unless wholly and strictly related to training.
- No inappropriate, suggestive or sexual behaviour towards any person under the age of 18.
- Never engage in a sexual or romantic relationship with a coach or trainer.
- Escalate any complaint or concern to the relevant person promptly.
- Remove all jewellery before a training session.
- Arrive on time, ready to train. No chewing gum.
- Never lose your temper in training. The skills learned here can cause injury, so always treat fellow trainees with courtesy and exercise control at all times.
- Refrain from any behaviour that could be considered bullying or harassment.
- Become familiar with EVO Wrestling Academy's policies and procedures.
- Relationships between adult members are a private matter. However, any relationship or conduct involving a person under 18, or any imbalance of power, for example between a coach or senior member and a younger or newer member, will be treated as a safeguarding matter and must be raised with the Designated Safeguarding Lead.

Declaration

I confirm that I have read and understood the above Code of Conduct. I agree to behave in accordance with it, and I understand that any breach may result in disciplinary and/or legal action.

Signed: _____

Name (in block capitals): _____

Role: Coach / Trainee / Parent or Guardian (delete as applicable)

Date: _____