

BLaw Training Ltd

Staff, Coach & Volunteer Code of Conduct

Company: BLaw Training Ltd

Version: 1.0

Effective Date: August 2026

Review Date: August 2027

Policy Owner: BLaw Training Ltd

Approved By: Lauren Lawmann – Managing Director, BLaw Training Ltd

1. Purpose

This Code of Conduct sets out the professional standards expected from all coaches, staff, volunteers, contractors and representatives working on behalf of BLaw Training Ltd.

Everyone working with BLaw Training is expected to act professionally, responsibly and in a way that protects the welfare, dignity and safety of children and young people.

This Code applies during coaching sessions, camps, clinics, leagues, tournaments, events, travel, online sessions, social media activity and any other activity carried out on behalf of BLaw Training.

2. Expected Standards

All staff and coaches must:

- Put the welfare of children first.
 - Treat every athlete with dignity, respect and fairness.
 - Be professional, punctual and appropriately prepared.
 - Provide positive and constructive coaching.
 - Encourage athletes without humiliating or belittling them.
 - Use age-appropriate language and behaviour.
 - Maintain appropriate professional boundaries.
 - Follow BLaw Training's safeguarding procedures.
 - Follow venue rules and emergency procedures.
 - Report safeguarding concerns immediately.
 - Maintain confidentiality where appropriate.
 - Respect equality, diversity and inclusion.
 - Act as positive role models.
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3. Coaches Must Not

Coaches and staff must never:

- Use physical punishment.
 - Humiliate, threaten or intimidate a child.
 - Use discriminatory, abusive or sexualised language.
 - Make inappropriate comments about a child's body or appearance.
 - Have inappropriate physical contact with a child.
 - Develop inappropriate personal or romantic relationships with children.
 - Ask children to keep inappropriate secrets.
 - Contact children privately through personal social media accounts.
 - Request inappropriate photographs or videos.
 - Share confidential information unnecessarily.
 - Consume alcohol or illegal substances while responsible for children.
 - Attend sessions under the influence of alcohol or drugs.
 - Transport children privately unless appropriate arrangements and consent are in place.
 - Engage in behaviour that could reasonably be interpreted as grooming or inappropriate.
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4. Physical Contact

Basketball coaching may occasionally require appropriate physical contact, including demonstrating technique, correcting positioning or responding to an immediate safety issue.

Physical contact must always:

- Have a legitimate coaching or safety purpose.
 - Be appropriate to the child's age and circumstances.
 - Be proportionate.
 - Be respectful.
 - Avoid intimate areas of the body.
 - Stop immediately if the child is uncomfortable.
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5. Communication

Communication with young athletes should take place through appropriate BLaw Training channels wherever possible.

Staff should:

- Keep communications relevant to basketball, coaching, welfare or administration.
 - Where appropriate, include parents/carers in communications involving younger athletes.
 - Avoid unnecessary one-to-one private messaging.
 - Never use communication to develop inappropriate personal relationships.
 - Keep appropriate records where significant concerns or conversations arise.
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6. Social Media

Staff must maintain professional boundaries online.

Staff should not:

- Add young athletes to personal social media accounts.
- Send inappropriate direct messages.
- Share private information about athletes.
- Post images of athletes without appropriate permission.
- Make derogatory comments about athletes, parents, other coaches or organisations.

Any official BLaw Training social media activity involving children must comply with the Photography, Filming & Social Media Policy.

7. Professional Boundaries

Staff should avoid situations where they are unnecessarily alone with a child.

Where one-to-one coaching is required, sessions must follow BLaw Training's One-to-One Coaching Safeguarding Procedure.

Staff must never use their position to gain inappropriate influence, trust, access or personal benefit from a child.

8. Equality and Inclusion

BLaw Training is committed to an inclusive environment.

Staff must not discriminate against or unfairly treat an athlete because of:

- Race or ethnicity.
- Religion or belief.
- Sex or gender.
- Disability or additional needs.
- Sexual orientation.
- Age.
- Background.
- Ability or sporting performance.
- Family or financial circumstances.

Coaching decisions should be based on legitimate sporting and developmental considerations.

9. Safeguarding

All staff are responsible for safeguarding.

A staff member does not need to be certain that abuse is occurring before reporting a concern.

If something causes concern, it must be reported to:

Designated Safeguarding Lead: Lauren Lawmann

Deputy Safeguarding Lead: Benjamin Lawmann

Staff must follow the BLaw Training Safeguarding & Child Protection Policy.

10. Breaches of the Code

Failure to follow this Code may result in:

- Additional training or supervision.
- Removal from a session or programme.
- Suspension from duties.
- Disciplinary action.
- Termination of a contract or volunteer arrangement.
- Referral to the appropriate safeguarding authority or police where necessary.

A safeguarding concern will always be dealt with according to its seriousness.

11. Declaration

All staff, coaches, volunteers and contractors working with children for BLaw Training are expected to read, understand and comply with this Code.

Name: _____

Role: _____

Signature: _____

Date: _____