

# Ethics and Conduct Policy

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**Approved by: Graham Chambers**

All those involved with Triple Skills must treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural or social background, sexual orientation, religious belief, political affiliation, or any other personal characteristic/feature. Triple Skillz is opposed to any form of violent, offensive, or discriminatory behaviour and will act as necessary to remove individuals from basketball who do not abide by this Code of Ethics and Conduct.

Everyone involved with Triple Skillz, both adults and learners have a responsibility to treat everyone with dignity, respect, sensitivity, and fairness. Be aware of the special needs of young people and vulnerable adults and recognize that some face additional barriers.

Every learner or vulnerable adult involved with Triple Skillz should be able to participate in an enjoyable and safe environment and be protected from abuse. Allegations of a safeguarding nature relating to the breaking of this Code of Ethics and Conduct must follow the reporting procedures as contained in the Triple Skillz Safeguarding Policy.

## **Young People**

There are requirements for how learners should be treated by adults and how learners should treat their peers.

### Adults to Learners

- Be aware of how your language and behaviour may have an effect and ensure you do not use foul language, humiliate, or bully any learner
- Make sure you are aware of and follow the latest guidance on working with young people
- Treat everyone with respect and dignity, recognizing the additional needs or disadvantage of those with disabilities or from minority backgrounds
- Set a good example as the learners will learn from you
- Make sure disciplinary actions are non-violent/humiliating and use rewards, praise, and acknowledgement to reinforce good behaviour
- Listen and act if a learner tells you they are being bullied or abused

### Learners to each other

- Never bully, spread rumours or tell lies about other learners
- Welcome and include new learners whatever their background or ability

- Control your emotions – verbal or physical abuse is not acceptable at any time
- Do not show off or try to humiliate other learners
- Do not ridicule or blame other learners who make mistakes
- Make sure you tell your tutor if another learner confides in you, and you think they need help

### **Anti-Bribery**

All Triple Skillz staff, learners and visitors must ensure their behaviour is not misconstrued or open to allegations of favoritism, misconduct, impropriety or bribery.

The Anti-Bribery Act consolidates the common law and UK bribery related legislation into two general offences:

**Bribing:** It is an offence to offer, promise or give financial or other advantage for the purpose of bringing about an improper performance of a function or activity.

**Being Bribed:** It is an offence to request, agree to or receive a financial or other advantage for the purpose of bringing about an improper performance of a function or activity or to request, agree to or receive a reward for having done so.

“Improper Performance” is one which is in breach of expectation of good faith or impartiality or is in breach of a position of trust. The test of whether an activity has been performed improperly is what a reasonable person in the UK would expect in relation to the activity. If the activity takes place overseas, then any local customs are disregarded unless permitted by the country’s written law. In each case, it is the intention to bring about the improper performance that is the key to the offence.

### **Whistle Blowing**

Triple Skillz is committed to developing a culture where it is safe and acceptable for all employees and stake holders to raise concerns about poor or unacceptable practice and misconduct.

### **False Allegations**

All allegations or concerns submitted to Triple Skillz must be 100% factual, true and correct at all times. Where sufficient evidence is found to suggest that any concern or allegation is not true or factual, Triple Skillz may take necessary disciplinary action against.