

Code of conduct for those working with junior squads (“volunteers”)

This code of conduct applies to all squad leaders, captains of junior teams, coaches of junior teams and other volunteers who provide training, coaching or overnight accommodation to junior squad members (“volunteers”). The junior squads are:



U16 squad

U21 squad

U26 squad

U26 women's squad

The EBU wants its junior squad system to be a safe place for children, young people and young adults. The safety and well-being of our junior squad members is our first priority and it is vital that everyone that participates in squad training, coaching and international events feels safe.

The guidelines in this code of conduct are specifically designed to safeguard children. The term “children” refers to everyone up to 18 years of age. The guidelines also apply to conduct during events where squad members who are under 18 are present, regardless of which squad the volunteer is specifically working with. However, it is the EBU's intention to extend this commitment to the safeguarding and wellbeing of all our junior squad members, whether they are children, young people or young adults.

Volunteers are expected to:

- Read and comply with the EBU's [safeguarding policy](#)
- Treat all children, young people and young adults with respect and dignity
- Always work in an open environment, avoiding private or unobserved situations
- Maintain a safe and appropriate distance with children, young people and young adults
- Treat as confidential any management discussions, including but not restricted to those with other volunteers or members of the selection committee

You should avoid:

- Giving lifts in your car to individual children or young people or travelling alone with individual children or young people, unless in an emergency and with the consent of their parent/guardian
- Taking children or young people to your home, unless you are hosting them and providing overnight accommodation with the express permission of their parents/guardians
- Situations where you are alone with children or young people. Where a private meeting with a lone child/young person is unavoidable it should be held in an open place in view of others or in a room visible to those outside and where a colleague has agreed to visually monitor the meeting.
- Use of alcohol during an event when children and young people are present

Unacceptable practice:

- Sharing rooms, shower facilities or having an inappropriate or intimate relationship
- Making sexually suggestive comments about or to a child, young person or young adult even in fun
- Using social networking sites for contacting children or young people, or befriending children or young people on social media sites. Volunteers should not give their personal contact details to children and young people including personal e-mail, personal blogs and websites, home or personal mobile telephone numbers. Contact with children and young people should be done via their parents, or using emails where their parents are copied in.
- Scape-goating or ridiculing a child, young person or young adult
- Allowing inappropriate, foul, sexualised or discriminatory language to remain unchallenged
- Any form of physical punishment
- Illegal use of drugs
- Bullying of any form, including name calling or constant criticism
- 'Picking on' a child, young person or young adult because of their family background, manner of dress or physical characteristic
- Racism or sectarianism of any form
- Favouritism and exclusion - all squad members should be equally supported and encouraged
- Abusive language or gestures

Volunteers should conduct themselves at all times in ways that are consistent with their professional and ethical responsibility to protect the interests of all squad members and accept the obligations and constraints inherent in that responsibility. Volunteers should be circumspect in their communications with all squad members so as to avoid any possible misinterpretation of their motives or any behaviour which could be construed as inappropriate.

Volunteers are expected to make a clear distinction between what is professional and what is personal with regard to their relationships with squad members. The EBU encourages volunteer/squad member relationships to be friendly and supportive, however, this is in the context of a professional relationship. It is not the same as becoming a squad member's personal friend. Where there is an imbalance in power (as inevitable in the squad member/volunteer relationship), volunteers need to be aware that all squad members, regardless of age, are in the EBU's care and this is not consistent with developing close personal/private relationships.