



Staff & Volunteer Code of Conduct

Last Reviewed: 18/03/2026

Introduction

This light-touch revision enhances professionalism, clarity and alignment with good governance and safeguarding expectations within the Bailiwick of Guernsey.

The Code applies to all staff and volunteers acting on behalf of the Guernsey Softball Association (GSA).

Professional Behaviour Requirements

- Uphold GSA safeguarding policies and report concerns promptly to the Welfare Officer.
- Maintain confidentiality and handle information responsibly in accordance with the Data Protection (Bailiwick of Guernsey) Law, 2017.
- Maintain appropriate professional boundaries and never engage in behaviour that could be perceived as abusive, disrespectful or inappropriate.
- Treat all participants fairly, without discrimination, and promote inclusion and respect.
- Challenge bullying, harassment or aggression and promote safe, positive sporting environments.

Health, Safety and Welfare

- Prioritise participant safety during sessions; supervise appropriately and follow safe practice guidelines.
- Hold relevant qualifications for assigned roles and keep training up to date.
- Ensure equipment and training environments are safe and fit for purpose.

Conduct Around Children & Young People

- Never engage in inappropriate behaviour, unnecessary physical contact, or favouritism.
- Keep interactions transparent and appropriate; avoid one-to-one situations where possible.
- Follow safeguarding reporting procedures for any concern, disclosure or incident.

Communication & Digital Conduct

- Communicate with participants and parents professionally and only through approved channels.
- Adhere to the GSA Social Media Policy and E-Safety Code of Conduct.

Representation of GSA

- Act as a positive ambassador, modelling respect, fairness and sportsmanship.
- May wear GSA-issued uniform only when undertaking official duties, and return items when no longer required.

Accountability

- Staff and volunteers have the right to a safe, supportive environment and access to training, guidance and fair treatment.
- Breaches of this Code may result in proportionate disciplinary action in line with GSA procedures.