

Code of Conduct Policy

1. Purpose and Scope

This Code of Conduct sets out the standards of behaviour expected from everyone involved in our community. It ensures:

- A safe, welcoming and enjoyable environment for all participants.
- Respectful interactions between adults, young people and visitors.
- Clear expectations for behaviour during events, online spaces, and all activities connected to Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers).

This Code applies to all participants: children, adults, directors, parents/carers and guests.

2. Our Commitment

Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) is committed to:

- Providing a positive environment where people of all ages can enjoy gaming safely.
- Ensuring everyone is treated with respect, kindness and fairness.
- Promoting inclusion regardless of age, gender, background, ethnicity, disability, religion, beliefs or orientation.
- Preventing misconduct and addressing inappropriate behaviour quickly and fairly.
- Promote a zero-tolerance policy towards abuse in any form.

We expect all members of the community to uphold these values.

3. Expected Behaviour

All participants must:

Respect Others

- Treat everyone with courtesy, patience and consideration.
- Value differences and avoid discriminatory language or actions.
- Listen to others and allow everyone a chance to participate.

Create a Safe Environment

- Follow venue rules and instructions from event organisers or staff.
- Handle equipment safely and responsibly.
- Keep play areas tidy and avoid running, rough behaviour or unsafe play.
- Report any hazards, injuries or concerns to an event organiser or staff member immediately.

Engage Positively

- Encourage friendly competition and show good sportsmanship.
- Support younger or new players in learning rules and techniques.
- Communicate kindly, both in person and online.

Behave Appropriately Around Children

- Maintain appropriate boundaries with children and young people.
 - Use age-appropriate language and behaviour.
 - Never engage in behaviour that could be perceived as intimidating, suggestive or harmful.
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4. Unacceptable Behaviour

The following behaviours are not permitted at Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) events or in our online spaces, including but not limited to:

- Physical aggression, assault, inappropriate physical contact, unsafe play, or intentionally damaging equipment.
- Verbal abuse, insults, swearing, shouting, intimidation or threatening behaviour.
- Discrimination, prejudice, harassment or bullying in any form.
- Intentionally excluding others or mocking ability levels.
- Bringing or using prohibited items (e.g., weapons, alcohol, illegal substances).
- Sharing inappropriate or harmful content online within group channels.
- Harassing photography or recording
- Any behaviour that puts another person — adult or child — at risk.

In relation to, but not limited to:

- Appearance
- Gender identity
- Religion
- Citizenship
- Race
- Age
- Disability

Anyone may be asked to leave if their behaviour breaches this code. Abuse, harassment, discrimination or exploitation of staff, members of the public, other participants and/or their parents/guardians will result in a ban from Norfolk Blader events.

5. Responsibilities

Staff and Event Organisers

- Lead by example, promoting respectful and safe behaviour.
- Intervene early to address inappropriate conduct.
- Support children and adults who raise concerns.
- Follow safeguarding procedures when necessary.

Children:

- Play kindly and safely.
- Tell a responsible adult if they feel worried, unsafe or upset.
- Treat equipment, spaces and other players with care.
- Do not partake in aggressive, disruptive or unsafe behaviour
- Do not share inappropriate content, including offensive images or videos.
- Do not partake in harassment, bullying or discrimination of any kind towards staff or other participants.

Participants of all ages:

- Play kindly and safely.
- Treat equipment, spaces and other players with care.
- Avoid any behaviour that could be perceived as inappropriate, harmful, or exploitative.
- Do not partake in aggressive, disruptive or unsafe behaviour
- Do not share inappropriate content, including offensive images or videos.
- Do not partake in harassment, bullying or discrimination of any kind towards staff or other participants.

Parents and Carers

- Ensure children understand and follow the Code of Conduct.
 - Supervise children appropriately.
 - Communicate respectfully with other participants.
 - Do not share inappropriate content, including offensive images or videos.
 - Do not partake in harassment, bullying or discrimination of any kind towards staff or other participants.
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6. Responding to Breaches of the Code

If someone behaves inappropriately, event organisers or directors may:

- Give a verbal reminder of expected behaviour.
- Pause play or move individuals away from the situation.
- Record the incident if required.
- Involve parents or carers when children are involved.
- Issue warnings, request a temporary break from events, or in serious cases, restrict attendance at future sessions.

Serious breaches affecting safety or wellbeing may involve external agencies.

7. Supporting a Positive Community

Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) will:

- Encourage respectful interactions and recognise positive behaviour.
- Clearly communicate behavioural expectations.
- Provide guidance and support where needed.

- Ensure participants feel comfortable raising concerns.
 - Continually review and improve our practices.
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8. Reviewing the Policy

This Code of Conduct will be reviewed annually or sooner if required due to an incident or change in best practice.

We will seek feedback from attendees and parents to ensure the Code remains fair, relevant and effective.

Last reviewed: [31/01/2026]