



Muslim Sports Foundation (MSF) Code of Conduct for Coaches, Contractors, Volunteers and Participants

1. Who This Code Applies To

This Code of Conduct applies to all individuals involved with Muslim Sports Foundation (MSF) in a non-governance capacity, including:

- external coaches and instructors
- volunteers
- contractors and consultants
- programme participants

Participants are expected to behave in a way that upholds MSF's values and supports a safe environment for others.

Trustees are subject to a separate Code of Conduct reflecting their governance responsibilities.

All individuals are expected to uphold the standards set out in this Code while involved in any MSF-related activity, programme or event.

2. Introduction

Muslim Sports Foundation promotes physical activity, wellbeing and sporting excellence within a framework of ethical values rooted in Islamic teachings and universal principles of respect, dignity and fairness.

This Code of Conduct sets out the standards of behaviour expected from those working with or participating in MSF activities. It reflects the Islamic values of compassion, justice, trust, integrity and accountability, alongside recognised UK safeguarding and equality standards.

The Code exists to help create a safe, inclusive and positive environment for everyone involved with MSF.

3. Principles of Conduct

All individuals covered by this Code are expected to uphold the following principles:

- **Respect for all** – treating everyone with dignity, kindness and fairness regardless of background, faith, gender, ethnicity, ability or belief
- **Safety and wellbeing** – prioritising the physical, emotional and psychological safety of all participants, particularly children, young people and adults at risk
- **Modesty and decency** – maintaining appropriate behaviour, language and dress in line with Islamic values and the context of sporting activity

- **Fairness and integrity** – acting honestly, avoiding favouritism, discrimination or abuse of power
- **Accountability** – taking responsibility for one's actions and cooperating with safeguarding and governance processes
- **Confidentiality** – respecting privacy and handling sensitive information appropriately

4. Expected Behaviours

All individuals must:

- act politely, respectfully and inclusively at all times
- comply with all MSF policies, procedures and guidance
- behave in a way that promotes a safe, welcoming and positive environment
- maintain appropriate professional boundaries
- arrive punctually and conduct themselves professionally
- encourage fair play, positive participation and mutual respect
- respect Islamic values during MSF activities (including appropriate language, dress and conduct)
- avoid unnecessary physical contact; where physical contact is required (e.g. coaching technique), ensure it is appropriate, explained and consent is obtained
- avoid one-to-one or unobserved situations wherever possible
- never show preferential treatment or give inappropriate gifts
- handle personal and safeguarding information sensitively and only share it on a need-to-know basis
- raise concerns about poor practice, wrongdoing or safeguarding failures in line with MSF's Whistleblowing (Disclosure of Malpractice) Policy
- understand and comply with MSF's:
 - Safeguarding Children and Young People Policy
 - Safeguarding Adults Policy
 - Safeguarding Reporting and Response Procedure

Safeguarding responsibilities are further reinforced through MSF's safeguarding induction process and through the safeguarding expectations set for partner organisations.

5. Safeguarding Responsibilities

Safeguarding is everyone's responsibility.

All individuals must:

- remain alert to signs of abuse, harm or poor practice
- take all safeguarding concerns seriously
- report concerns immediately in line with MSF's Safeguarding Reporting and Response Procedure
- never attempt to investigate safeguarding concerns themselves

Cultural or religious considerations must never be used to justify inaction, minimise harm or discourage reporting.

MSF promotes safeguarding awareness and good practice through guidance, communications and engagement with partners, including signposting to recognised safeguarding resources and campaigns.

6. Use of Photography, Video and Social Media

Individuals must:

- not take photographs or video recordings of participants without prior consent
- follow MSF's guidance on photography and filming
- avoid private or inappropriate communication with participants on social media
- use digital platforms responsibly and respectfully

7. Unacceptable Behaviours

The following behaviours are not acceptable and may result in removal from MSF activities or further action:

- bullying, harassment or discrimination of any kind
- aggressive, intimidating or abusive behaviour
- inappropriate jokes, comments or gestures
- use of foul or offensive language
- sharing confidential or sensitive information without authorisation
- inappropriate physical contact
- sexualised behaviour or relationships with children or adults at risk
- communicating privately with participants in ways that could be misinterpreted
- ignoring or failing to report safeguarding concerns
- bringing MSF or the values it represents into disrepute

8. Breaches of This Code

Any breach of this Code will be taken seriously and addressed proportionately.

Depending on the nature of the breach, action may include:

- removal from MSF programmes or activities
- termination of involvement or contracts
- escalation through safeguarding procedures
- referral to statutory or regulatory authorities where required

MSF does not operate employer-style disciplinary processes for non-employees, but will take appropriate governance, contractual or safeguarding action as necessary.

9. Equality, Diversity and Inclusion

MSF is committed to equality, diversity and inclusion.

All individuals are expected to support an environment that is free from discrimination, harassment and victimisation, and to comply with MSF's Anti-Bullying, Harassment and Discrimination Policy and Equality, Diversity and Inclusion Policy.

10. Acknowledgement and Agreement

All individuals covered by this Code are required to confirm that they have read, understood and agree to comply with it.

Failure to do so may result in exclusion from MSF activities or further action.

Declaration

I have read and understood the MSF Code of Conduct for Coaches, Contractors, Volunteers and Participants and agree to abide by its principles.

Name:

Signature:

Date:

Document Control

Role title	Code of Conduct for Coaches, Contractors, Volunteers and Participants
Approved by	Board of Trustees, Muslim Sports Foundation
Date approved	26 March 2026
Review cycle	Every two years, or sooner if required
Next review due	25 March 2028
Responsible officer	Head of Business and Governance