

## Code of Conduct for Instructors

- All instructors must treat everyone fairly and sensitively at all times regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.
- Accept the special role that they have to play in the establishment of standards by setting a good example of behaviour and conduct at all times.
- Not to attempt to manipulate the rules in order to benefit themselves or their club in any way what so ever.
- To encourage all players and instructors to abide by the rules, regulations and the spirit of the activity.
- To avoid the use of foul, sexist or racist language at all time.
- To use their official position to take action against others who harass, abuse or use foul, sexist or racist language towards participants, instructor, officials and volunteers.
- To ensure that proper supervision is provided by suitably qualified instructors and officials who are capable of promoting good sporting behaviour and good technical skills.
- To ensure that all equipment and facilities meet safety standards at all times.
- To respect the rights of other clubs and their members
- To show respect to players, instructors, officials and other volunteers involved in the activity at all times.
- Never to endeavour to influence the result of an activity or competition by any actions that are not strictly within the rules.
- To remember that the activity is enjoyed for its own sake, and to play down the importance of awards.
- To always have regard to the best interests of the art, including where publicly expressing an opinion of the art and or any particular aspect of it including others involved in it.
- To resist all illegal or unsporting influences, including banned substances and techniques at all times.
- To promote ethical principles and policies at all times.

# Code of Conduct for Officials

- All Officials must treat everyone fairly and sensitively at all times regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.
- To aim to be consistent, objective, impartial and courteous when applying the rules of the event.
- To compliment all competitors on good play when opportunity arises.
- To openly encourage all participants to play within the rules and the spirit of the event or competition.
- To try to ensure that the event or competition is allowed to flow with only the minimum amount of stoppages as is necessary.
- To show patience and understanding towards students who may be learning how to take part in events or competitions.
- Not be afraid to make decisions. An official should be firm and fair at all times and must resist any possible influence from protests made by or for the students, teams, or team officials or spectators.
- To show respect at all times towards students and team officials.
- To be honest and completely impartial at all times, irrespective of students or team officials involved in the event or competition.
- To inform the person directly responsible if they are unable to officiate for any reason.
- To refrain from asking for or requesting hospitality of any kind, or to accept any hospitality offered to them and that could be considered as excessive in any way.
- To always have regard to the best interests of the event or competition, this includes where publicly expressing an opinion on the event or competition or any particular aspect of it including any persons or officials that may have been involved.
- Not to tolerate foul, sexist or racist language from students, officials or any spectators.
- To respect the power that hold as an official, and use their power with good judgement and care and to always respect others when enforcing any authority.
- To always hold the safety of the participants as the primary goal.
- To always show due respect when speaking with participants, even in the event of infringements.
- In the event of an official needing to make a report of an incident, they should only provide the facts and not attempt to justify any decisions that were made.
- Where it is necessary for an official's authority to be protected, not only for the sake of the event or competition but also in the best interest of fellow officials, this should be done, however at no point should this in any way influence the overriding regard for the protection of the participants.
- An official should refrain from publicly expressing any criticism of a fellow official.
- An official should always assist with the development of less experienced officials and assistant officials.

# Code of Conduct for Volunteers

All volunteers should observe the points below and remember that their behaviour reflects upon the good name of the club.

- Always consider the wellbeing and safety of participants before development of the performance.
- To strive to create and maintain an appropriate working relationship with the participants, this should be based on mutual trust and respect.
- To make sure that all activities are appropriate to the age, ability and experience of those taking part.
- To promote the positive aspects of the sport, and remind all participants that fair play is of the utmost importance.
- To display consistently high standards of behaviour and appearance.
- To follow all guidelines laid down by the national governing body, the T.A.G.B. and the club.
- To hold appropriate valid qualifications and insurance cover where required.
- To never apply undue influence on a member of the club to obtain personal benefit or reward.
- To never condone rule violations, rough play or the use of prohibited substances at any time.
- To openly encourage participants to value their performance and not just the results.
- To encourage and guide the participants to accept responsibility for their own performance and behaviour.

# Sports Equity Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that all members, non-members and visiting students are not denied access to training in the club for any discriminatory reason.

Everyone must be treated fairly and sensitively at all times regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation. In order to achieve this the follow points must always be observed at all times.

- To observe the special role you play in the establishment of standards by setting a good example of behaviour and conduct at all times.
- To never attempt to manipulate any rules or regulations at any time for self-benefit or the benefit of the club.
- To encourage all players and instructors to abide by the rules and regulations as set down by the governing bodies and to uphold the spirit of the activity.
- To never use, allow or accept the use of foul, sexist or racist language at any time.
- To use an official position to take action against others who harass, abuse or use foul, sexist or racist language or gestures towards other members of the club, be they instructors, officials, assistants, participants or visitors.
- To ensure that proper supervision is provided by suitably qualified instructors and officials who are capable of promoting good standards of both sporting behaviour and technical ability.
- To always ensure that all equipment and facilities meet the safety standards required to protect the members of the club.
- To respect the rights of other clubs and its members at all times.
- To show respect to participants, instructors, officials, assistants and volunteers involved in the activity, event or competition at all times.
- To never endeavour to influence the result of an activity, event or competition by any actions that are not strictly within the rules.
- To always remember that the activity is enjoyed for its own sake, and never to over promote the importance of awards.
- To always have regard to the best interests of the sport, including where publicly expressing an opinion of the sport or any particular aspect of it including others involved with it.
- To resist all illegal or unsporting influences, including any and all banned substances and techniques.
- To always promote ethical principles.

# Child Protection Policy

The club and all instructors, officials, assistants and volunteers (to be referred to as staff from this point onwards) are committed to good practice which protects children from harm of any kind. The staff accept and recognise their responsibility to provide an environment which promotes safety of the child at all times. In order to achieve this the staff will at all times:

- Develop an awareness of the issues which may lead to children being harmed in any way.
- Create an open environment by identifying a designated person to whom the children can speak if they need to talk.
- Adopt a child centred and democratic coaching style.
- The club has adopted the BTC/T.A.G.B./ and NGB safeguarding policies and guidelines which includes code of conduct for all members and adults working at the club. Adult workers include Instructors, assistants, parents and volunteers.
- The club ensures careful recruitment, selection and management procedures at all times. These procedures will include regular support and supervision to the members of staff and volunteers.
- The club will ensure that complaints, grievance and disciplinary procedures are included in our constitution.
- The club will openly share information about concerns with children and parents and others who need to know.
- The club will provide information as required to the management committee.
- The club will ensure good and safe working/playing practices are observed at all times.
- The club ensures that it will openly be involved in training, which shall be made available through the various agencies and strengthen links with these agencies.
- The club ensures that it will uphold any changes within the BTC/T.A.G.B. and the NGB safeguarding policies and implement them with immediate effect.
- The club ensures that it shall have procedures relating specifically to bullying, trips away from the club, transport within the realms of the club and the use of photography relating to the club.