

## Barker Martial Arts Ltd

Registered in England, Company Number 7491258

VAT Number 105 2570 50

North Lodge, Hurst Lane, Headley, KT18 6DL

### Codes of Ethics and Conduct

This Code of Ethics and Conduct applies to all those involved in the sport of Martial Arts under the jurisdiction of Martial Arts. All such individuals have a responsibility to act according to the highest standards of integrity, and to ensure that the reputation of Martial Arts is beyond reproach. Barker Martial Arts Ltd expects all involved with Barker Martial Arts Ltd activity will comply with these codes of conduct and any breaches of these codes will be dealt with through the disciplinary procedures.

Martial Arts is committed to maintaining the highest possible standards of behaviour and conduct in Martial Arts activities. The following principle must be adhered to at all times so that Martial Arts can be enjoyed by all and is divided into the following sections:

#### General principles

All those involved in Martial Arts must treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural or social background, sexual orientation, religious belief, political affiliation or any other personal characteristic/feature. Martial Arts is opposed to any form of violent, offensive or discriminatory behaviour and will act as necessary to remove individuals from Martial Arts who do not abide by this Code of Ethics and Conduct.

Everyone involved in Martial Arts, both adults and young people, have a responsibility to treat everyone with dignity, respect, sensitivity and fairness. In particular, be aware of the special needs of young people and adults at risk, and recognise that some may face some additional barriers. Every young person or vulnerable adult involved in Martial Arts should be able to participate in an enjoyable and safe environment protected from abuse. Allegations of a child protection nature relating to the breaking of this Code of Ethics and Conduct must follow the reporting procedures as contained in Barker Martial Arts Ltd Child Protection Policy and Procedures.

#### Anti-Doping

Barker Martial Arts Ltd condemns and is totally opposed to performance enhancing and recreation drug use in Martial Arts.

All involved in Martial Arts must:

- Familiarise themselves with the UK Anti-Doping Rules (available through [www.ukad.org.uk](http://www.ukad.org.uk));
- Take sole responsibility for all foods, medications and supplements taken;

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- Be aware of the implications and penalties in place for a positive doping test result;
- Be aware disciplinary action may be taken for criminal conviction for possession or use of drugs.

### **Possible Sanctions**

In affiliating to Barker Martial Arts Ltd, everyone agrees to abide by this Code of Ethics and Conduct and all of Martial Arts' policies and procedures. Barker Martial Arts Ltd therefore has the right to investigate and take disciplinary action against any alleged or suspected breach of this Code of Ethics and Conduct which may bring Martial Arts into disrepute.

The following sanctions may be imposed on any individual or Barker Martial Arts Ltd:

A warning; a fine; temporary or indefinite suspension from participating or attending any Club/School/Academy or event relating to Martial Arts.

The following are proposed agreements for those involved at various levels in your school/club. It is suggested the specific individual shows understanding and acceptance to the relevant Code of Ethics & Conduct for signing the form.

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## **Instructors**

This Code of Ethics and Conduct is an integral part of the Martial Arts Coach Education Programme within which all instructors must work. It should be used in conjunction with all other Martial Arts policies, procedures or recognised standards. Through this Code of Ethics and Conduct, instructors who are affiliated to Martial Arts must accept their responsibility to the participants, their parents and families, to instructors and to Martial Arts affiliated associations.

All affiliated instructors agree to:

- Consider the safety and wellbeing of all individuals in their charge;
- Treat everyone with equal respect and sensitivity regardless of age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs or political affiliation;
- Ensure their behaviour is not misconstrued or open to allegations of favouritism, misconduct or impropriety;
- Follow guidance on good practice when working with children and adults at risk adults and report any concerns for their wellbeing to the Designated Safeguarding Lead;
- Uphold the appropriate boundaries in the working relationship between instructor and student – especially when one person is aged below 18 years of age or an adult at risk. While the instructor/student relationship exists, the instructor is in a position of trust and as such should not engage in any intimate relationship;
- Refrain from any rough or sexualised play with children and adults they are responsible for.
- Ensure that all training and playing demands are not detrimental to the wellbeing of the participants and are reasonable dependent upon the age, maturity, experience and ability of the participants;
- Ensure their competence and ability is sufficient so that the safety of participants is not compromised:
- Encourage participants to accept responsibility for their own behaviour and performance;

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- Be appropriately qualified as per the requirements of the respective home country Martial Arts Coach Education Programme and regularly seek opportunities for continued professional development;
- Respect the rights of students to choose to decline to participate within Martial Arts or related activities;
- Ensure they hold home Martial art recognised qualifications and declare any affiliation, sponsorship or accreditation in a truthful and accurate manner;
- Be receptive to employing systems of evaluation that include self-evaluation and also external evaluation in an effort to assess the effectiveness of your work;
- Abide by all rules and policies of Martial Arts;
- Promote prevention and education regarding the misuse of performance enhancing drugs and illegal substances;
- Declare to the appropriate body, any criminal convictions;
- Whilst working under the jurisdiction of Martial Arts will only coach individuals that are registered / affiliated to Martial Arts;
- Not attempt to exert undue influences and pressures in order to obtain personal benefit or reward;
- Must be able to recognise and accept when to refer or recommend participants to other instructors or structures;
- Agree what information what will be treated confidentially (this does not preclude disclosure of information to persons who can be judged to have a right to know such as in matters of discipline, legal and medical requirements or where an individual's health, safety or wellbeing may be at risk);
- Communicate and co-ordinate with medical practitioners in the diagnosis, treatment and management of a participants' medical/psychological problems;
- Be a positive role model;
- Project a good personal appearance of cleanliness and never smoke in the coaching environment, or coach whilst under the influence of alcohol or any other intoxicating substance;
- Never use foul, sexist or racist language or act in a violent/abusive manner;
- Refrain from undue public criticism of other instructors or competition officials.

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### **In addition, National and Performance Centre staff must:**

- Ensure that the pathway remains open to newly identified participants;
- Act as an ambassador and behave in a professional manner while representing Martial Arts;
- Maintain a satisfactory criminal record disclosure and undertake additional training as deemed necessary by Martial Arts.

Signed..... Date.....

## **Participants**

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All affiliated participants agree to:

- Treat everyone with equal respect and sensitivity regardless of age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs or political affiliation;
- Treat your team-mates and opponents, instructors, officials and competition officials with respect and consideration at all times - treat them as you would like to be treated;
- Not use foul, sexist, racist language or offensive gestures at any time;
- Know and abide by the ethics of Martial Arts;
- Accept the decisions of the competition officials without question or complaint (let your captain or coach ask the necessary questions) and avoid words or actions which may mislead a competition official;
- Abide by the instructions of the coach and officials, provided they do not contradict the spirit of this Code of Ethics and Conduct or the rules of Martial Arts;
- Not attempt to improve individual performance with the use of banned substances / techniques;
- Condemn the use of recreation and performance enhancing drugs and abide by all anti-doping requirements;
- Give maximum effort and strive for the best possible performance through the whole competition, even if it is considered already over;
- Learn to accept victory and defeat with humility and dignity and without excessive emotional displays;
- Work equally hard for yourself and your team - your team's performance will benefit and so will your own.
- Be a good sport, applaud all good performance, whether by your team or by the opponent;
- At the end of play applaud and thank your opponents and the competition officials.

Signed..... Date.....

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V6. 23.09.2023

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### Competition Officials

All affiliated competition officials must:

- Treat everyone with equal respect and sensitivity, regardless of their disability, gender, ethnic origin, cultural background, sexual orientation, religion, age or political affiliation;
- Not tolerate foul, sexist or racist language;
- Realise that Martial Arts does not advise that officials travel alone with anyone under 18 years of age or an adult at risk to or from competitions. We advise you to always have another adult with you;
- Be honest, consistent, objective, impartial and courteous when applying the rules of the competition. Officials must resist any possible influence from protests on the part of participants or spectators of the competition.
- Claim any affiliation, sponsorship or accreditation in a truthful and accurate manner;
- Show patience and understanding towards participants who may be learning Martial Arts;
- Make every effort to prepare fully, both physically and mentally. On a physical level, be able to keep up with the speed of the activity, and be alert and close enough to make correct decisions;
- Decline to be appointed if not completely physically or mentally fit to participate (because of illness, injury, or for family or other reasons);
- Refrain from requesting hospitality, or accept any hospitality offered and considered to be excessive;
- Show due respect when speaking with participants, even in the event of infringements;
- Uphold the appropriate boundaries in your working relationship with participants aged below 18 years of age or an adult at risk. Whilst in your role as an official you are in a position of trust and as such should not engage in any intimate relationship.;
- Refrain from any rough or sexualised play with young people they are responsible for.
- In reports, set out the true facts;

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- Refrain from publicly expressing any criticism of fellow officials;
- Assist with the development of those with less experience.

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### **Martial Arts Officials**

All Martial Arts officials agree to:

- Treat everyone with equal respect and sensitivity regardless of age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious belief or political affiliation;
- Not use foul, sexist or racist language;
- Use your official position to take action against any participant, coach or official who harasses, abuses or uses foul, sexist or racist language;
- Accept the responsibilities of the role that you have to set a good example of behaviour and conduct at all times and promote ethical principles;
- Ensure Martial Arts follows best practice guidelines to safeguard children and adults at risk
- Ensure that proper supervision is provided by suitably qualified instructors and officials who are capable of promoting good sporting behaviour and good technical skills;
- Ensure all equipment and facilities meet safety standards;
- Resist all illegal or unsporting influences, including banned substances and techniques;
- Encourage all participants and instructors to abide by the rules and spirit of Martial Arts and do not manipulate the rules in order to benefit yourself personally;
- Show respect to competition officials, instructors, participants and others involved in the Martial;
- Uphold the appropriate boundaries in your working relationship with children or adults at risk. Whilst in your role as an official you are in a position of trust and as such should not engage in any intimate relationship.;
- Refrain from any rough or sexualised play with young people they are responsible for.
- Do not endeavour to influence the result of a competition by any actions that are not strictly within the rules;

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- Remember sport is enjoyed for its own sake - play down the importance of awards;
- Always have regard to the best interests of Martial Arts, including where publicly expressing an opinion of the competition, others involved and any particular aspect of it;
- Avoid words or actions, which may mislead a Competition Official and accept their decisions.

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### Parents/guardians (and other family members)

All family/guardians of participants will:

- Teach your child to treat everyone equally and sensitively regardless of their age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs or political affiliation; gender, ethnic origin or cultural background;
- Support all efforts to remove verbal, physical and racist abuse from Martial Arts;
- Not force an unwilling participant to take part in Martial Arts;
- Remember that young people are involved for their enjoyment - not yours;
- Encourage all to play by the rules and respect the competition officials;
- Never ridicule or shout at a participant for making a mistake or losing a competition;
- Teach that effort and teamwork are as important as victory, so that the result of each competition is accepted without undue disappointment;
- Remember that young people and vulnerable adults learn best by example;
- Refrain from publicly questioning the judgement or honesty of competition officials;
- Recognise the value and importance of volunteers in Martial Arts. They give their time, energy and resources to provide recreational activities for others.

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### Spectators

All spectators of competition under the jurisdiction of Barker Martial Arts Ltd will:

- Not use offensive, discriminatory or obscene language or gestures. Do not harass or verbally abuse participants, instructors, competition officials or fellow spectators in any form;
- Treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, cultural background, sexual orientation, religious beliefs or political affiliation;
- Condemn the use of violence in all forms and refrain from any violent or aggressive behaviour;
- Show respect for opponents and competition officials. Without them there would be no competition;
- Acknowledge good performance and fair play by opponents as well as by your own team;
- Remember the participants are taking part for their enjoyment not yours;
- Do not ridicule participants who make mistakes;
- Do not over emphasise the importance of winning;
- On no account should you enter the matted area unless authorised otherwise.

Signed.....Date.....

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