

# Code of Conduct for Staff and Volunteers

Barker Martial Arts Ltd staff and volunteers involved in sport for children and young people have a great opportunity to be a positive role model and help build an individual's confidence.

## Staff and volunteers are expected to:

Ensure the safety of all young people by providing effective supervision, proper pre-planning of coaching sessions, using safe methods at all times.

Consider the wellbeing and safety of participants before the development of performance.

Encourage and guide participants to accept responsibility for their own performance and behaviour.

Treat all young people fairly and ensure they feel valued. Have no favourites.

Encourage all young people not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability.

Not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.

Appreciate the efforts of all young people and not over-train the young people. Never exert undue influence over performers to obtain personal benefit or reward.

Be positive, approachable and offer praise to promote the objectives of the club at all times.

Not let any allegations of abuse of any kind or poor practice to go unchallenged or unrecorded. Incidents and accidents to be recorded in the line with the club's procedures. Parents will be informed.

Never use sanctions that humiliate or harm young people.

Report accidents or incidents of alleged abuse or poor practice to the designated person.

Administer minor first aid in the presence of others and where required refer more serious incidents to a qualified first aider.

Have access to telephone for immediate contact to emergency services if required.

Foster team work to ensure the safety of young people in their care.

Ensure the rights and responsibilities of young people are enforced.

V6. 23.09.2023

## Barker Martial Arts Ltd

Registered in England, Company Number 7491258

VAT Number 105 2570 50

North Lodge, Hurst Lane, Headley, KT18 6DL

Establish and address the additional needs of all vulnerable groups.

Not abuse members physically, emotionally or sexually.

Not engage in a sexual relationship with a young person for whom they are responsible

Maintain confidentiality about sensitive information.

Respect and listen to the opinions of young people.

Take time to explain coaching techniques to ensure they are clearly understood.

Develop an appropriate working relationship with participants, based on mutual trust and respect.

Be a role model, displaying consistently high standard of behaviour and appearance (disciplined/committed/time keeping), remember children learn by example.

Refrain from smoking and consumption of alcohol during club activities or coaching sessions.

Never condone rule violations, rough play or the use of prohibited substances.

Not spending excessive amounts of time alone with children unless there are exceptional circumstances

Never taking children to their home

Not administering First Aid involving the removing of children's clothing unless the presence of others.

Hold appropriate valid qualifications and insurance cover.

Make the sport/activity fun.

# Staff and volunteers have the right to:

Access on-going training and information on all aspects of leading/managing activities for youths, particularly on Safeguarding.

Support in the reporting suspected abuse or poor practice.

Access to professional support services.

Fair and equitable treatment by the governing body/club.

Be protected from abuse by young people, other adult members and parents/carers.

Not to be left vulnerable when working with children.

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Any minor misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person. Serious or persistent breach of the code will result in disciplinary action and could lead to dismissal from the club.

Dismissals can be appealed by the instructor with final decisions taken by the directors or referred to Han Guk Mu Sool as necessary.

# Emergency action and first aid

All coaches, leaders and members should be prepared with an action plan in the event of an emergency and be aware of our First Aid Procedures.

This will include:

Access to First Aid equipment

Telephone contact if the participant is a minor

Telephone contact to the Emergency Services

Full Name (Staff member/volunteer)\*

Full Name (Parent/Guardian)?

Date of Form Completion\*

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