**National School of Freestyle Taekwondo (NSFT) in association with Martial Arts GB**

**Code of Conduct for Instructors**

**General principles**

All those involved 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.

This Club opposes any form of violent, offensive or discriminatory behaviour and will act as necessary to remove individuals who do not abide by this Code of Ethics and Conduct.

Everyone involved, both adults and young people, have a responsibility to treat everyone with dignity, respect, sensitivity and fairness and to recognise that children, young people and adults with special needs may face additional barriers.

Every young person or vulnerable adult involved 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 the Safeguarding Policy and Procedures.

The Club expects all Instructors, Staff and Volunteers involved to comply with this code of conduct. Any breach of this code will be dealt with through the disciplinary procedure.

This Club is committed to maintaining the highest possible standards of behavior and conduct in Martial Arts activities. The following principle must be adhered to at all times.

**All instructors agree to:**

* The General Principles of this policy
* Consider the safety and wellbeing of all individuals in their charge
* Ensure their behaviour is not misconstrued or open to allegations of favouritism, misconduct or impropriety
* Maintain 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
* Do not engage in independent social media communication (messaging, Snapchat, Facebook, Instagram, etc.) with students. Club communication should only be via group messaging where parents have full access
* Travel arrangements are the sole responsibility of participants/parents. In the case of competition trips anybody under the age of 16 would be accompanied by a parent/guardian if an overnight stay were required. This would not be the responsibility of the instructor. If competition travel arrangements are offered by the club, this will only be apply to groups of participants (never to one instructor/ one child/young adult)
* Be able to justify any extra time spent with a child/young adult outside training times
* Ensure that all training and playing demands are suitable and reasonable to 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
* Be appropriately qualified to teach your style and regularly seek opportunities for continued professional development
* Adhere to the continued Professional Development Program
* Promote prevention and education regarding the misuse of performance enhancing drugs and illegal substances
* 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 that 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)
* Be a positive role model
* Project a good personal appearance of cleanliness and never coach whilst under the influence of alcohol or any other intoxicating substance or smoke in the environment where training takes place
* 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
* Act as an ambassador and behave in a professional manner while representing the Club
* Maintain a satisfactory criminal record disclosure in order to preserve due care under child protection. Instructors teaching participants under the age of 16 require an enhanced DBS check.

This policy was last reviewed on: 1.11.2021

Name: Mark Porter-Senior Instructor DBS number: 001558153275 Date: 7.1.2017 Tel: 07714 045665

Name: Martin Addicott DBS number: 001557180377 Date: 22.12.2016Tel: 07725 882022

Name: Damian Hyde DBS number: 001659122362 Date: 23.05.2019 Tel: 07866 465596