



Bearsden Martial Arts Club

Code of Conduct for instructors and members

The Bearsden Martial Arts Club requires all instructors/coaches and members to be aware of this Code of Conduct and adhere to its principles in their approach to all children and young people at all times. The BMA Club will not tolerate any departure from this code.

Best practice includes valuing and respecting children as individuals, in line with the UN Convention on the Rights of the Child and the Scottish Government's *Children's Charter*.

NB

"junior members" and "children/young people" refer to those Club members aged up to and including age 16

"member" refers to those Club members aged over 16

"Instructor/coach" refers to any Club member in a position of instructing/coaching whether or not this is on a regular basis.

These examples of best practice have been written to help protect both junior members and instructors: they take into consideration that both parties can be vulnerable at any time within a small group teaching situation.

The Code of Conduct

It is mandatory not to have any inappropriate physical contact with children/young people. Inappropriate physical contact could be defined as unnecessary contact, or contact which could be seen to encroach on an individual's space in a way that could make them feel uncomfortable. Where physical contact/ assistance is appropriate (for example, to demonstrate a move, or to grapple) it is important to always explain to the individual what is going to happen, to ensure that actions cannot be misinterpreted and to make sure that others in the vicinity are clear as to the actions that are going to take place.

It is against the policy of the Club and specifically prohibited for an instructor to travel with children/young people alone in a car, no matter how short the journey. Another instructor member should always be present, unless the specific issue has been discussed and

consent has been obtained from the parent/ legal guardian of each child/young person being transported.

A Club member may not make suggestive or inappropriate remarks to or about a child or young person, even in fun, as this could be misinterpreted.

When children/young people are changing clothes, if the presence of an adult is necessary, there must be a minimum of two adults in the room at all times.

All instructors must coach children/young persons only within the dojo. It is specifically prohibited for any coaching or training of children or young person to take place in a private setting.

The consent of parents/legal guardians must be sought prior to the taking of any images (photographs or filming) and this consent should cover both the taking/recording of images and any subsequent publication of them either in printed (marketing materials, reports etc.) or electronic (websites, e-newsletters, presentations) format.

Any instructor who is aware that a child or young person may have become inappropriately attracted to another instructor (including themselves) should report this immediately to the Club Secretary who will be able to provide advice, support and guidance and also monitor or take action as required

Similarly, any instructor who is aware that another instructor (including themselves) may have become inappropriately attracted to a child or young person, must bring this immediately to the attention of the Club Secretary who will be able to provide advice, support and guidance and also monitor or take action as required.

A Club member may never give out the personal details of anyone, especially those of a child or young person. Similarly, members should not share their own personal details with junior club members. The Clubs FaceBook page or website/email is used by the Club to disseminate any necessary information/updaters.

If using social networking sites (e.g. Facebook, twitter) members must not "friend" junior members.

All members must:

- Respect the rights, dignity and values of others.
- Be fair, considerate and honest.
- Take responsibility for their actions.
- Treat everyone equally and sensitively regardless of age, gender, disability, race, ethnic origin, culture, social background, sexual orientation, religious belief, political affiliation or any other personal characteristic.
- Maintain high standards of personal behaviour at all times.
- Conduct themselves in a reasonable manner relating to language and gesture.
- Not encourage or pressure others in to acting against the code
- Refrain from any form of intimidation and harassment of others.
- Not distribute, or be involved in the distribution of, material on any social media platform that can be deemed offensive, abusive, threatening, humiliating, degrading or intimidating.
- Refrain from any behaviour that may bring the Club in to disrepute.
- Not act in an unlawful manner.

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While this code of conduct sets out the types of conduct that will not be accepted by the Club, the list is not exhaustive.

Breaches of the Code of Conduct

If the Club has to deal with any incidents that breach this code, it shall investigate the alleged breach of conduct, and if satisfied that a breach may have occurred, refer the matter to the Clubs management group for appropriate action which may include expulsion from the Club.