



# Instructor's Code of Conduct

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## You must:

- Treat all children, young people and vulnerable adults with respect.
- Provide an example of good conduct that you wish other to follow.
- Ensure that whenever possible there is more than one adult present during activities with children and young people or at least that you are within sight or hearing of others.
- Respect a young person's right to personal privacy/encourage young people and adults to feel comfortable and caring enough to point out attitudes or behavior they do not like.
- Remember that someone else may misinterpret your actions, no matter how well intentioned.
- Be aware that even physical contact with a child or young person may be misinterpreted.
- Recognise that special caution is required when you are discussing sensitive issues with children or young people.
- Challenge unacceptable behavior and report all allegations/suspicions of abuse to the Dojo Chief Instructor or the CPO.

## You must Not

- Have inappropriate physical or verbal contact with children, young people or vulnerable adults.
- Allow yourself to be drawn into inappropriate attention-seeking behavior/make suggestive or derogatory remarks or gestures in front of children or young people.
- Jump to conclusions about others without checking your facts.
- Either exaggerate or trivialise child abuse issues.
- Show favoritism to any individual.
- Rely on your good name to protect you.
- Believe 'It could never happen to me'
- Take a chance when common sense, policy or practice suggests another more prudent approach.
- Hit or otherwise physically assault or physically abuse children.
- Develop physical/sexual relationships with children.
- Develop relationships with children which could in any way be deemed exploitative or abusive.
- Behave physically in a manner which is inappropriate or sexually provocative.
- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.
- Have a child/children with whom you are working to stay overnight at your home unsupervised.
- Do things for children of a personal nature that they can do for themselves.
- Condone, or participate in, behaviour of children which is illegal, unsafe or abusive.
- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse.
- Discriminate against, show differential treatment, or favour particular children to the exclusion of others.

- This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour.

Karate Instruction helps the development of individuals through improving their performance and creating moral standards. This is achieved by:

- Identifying and meeting the needs of individuals.
- Improving the performance through a progressive programme of safe, guided practice.
- Creating an environment in which individuals are motivated to maintain participation and improve performance.
- Consistently display high standards of behaviour and appearance.

Instructors and volunteers should comply with the principles of good ethical practice listed below:

- Instructors must respect the rights, dignity and worth of every person and treat everyone equally within the context of their sport.
- Instructors must place the well-being and safety of the performer above the development and performance. They should follow all guidelines laid down by the sports governing body.
- Instructors must develop an appropriate working relationship with performers (especially children), based on mutual trust and respect.
- Instructors must never exert undue influence to obtain personal benefits or reward.
- Instructors must encourage and guide performers to accept responsibility for their own behaviour and performance.
- Instructors should hold up-to-date insurance and instructor's certificates.
- Instructors must ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
- Instructors should, at the outset, clarify with performers (and where appropriate with their parents) exactly what is expected of them and what the performers are entitled to expect from their instructor. A contract may sometimes be appropriate.
- Instructors should always promote the positive aspects of their sport (e.g. fair play) and never condone rule violations or the use of prohibited substances.
- Instructors should always show appreciation of others, by acknowledging individual qualities, contributions and progress.
- As far as possible instructors should always be visible in working with children.
- Instructors should always ensure safety by having anti-bullying rules and practices, developed with the participation of children and young people, carefully explained and displayed for all to see.

## **Bullying**

- Bullying will not be accepted or condoned. All forms of bullying will be addressed. Bullying can include:
  - Physical pushing, kicking, hitting, pinching etc.
  - Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
  - Racial taunts, graffiti, gestures
  - Sexual comments, and/or suggestions
  - Unwanted physical contact
- Children from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.
- All instructors, appropriate staff and volunteers should be aware of this.