



## **CODE OF CONDUCT & ETHICS FOR COACHES**

### **British Judo Association West of England (BJA WoE)**

*This code of Conduct is based the British Judo Association (BJA) Code of Conduct which is found on the BJA website.*

*It is too be issued to all Western Area Appointed Coaching Staff whether voluntary or funded (paid) including those who are in support to coaching.*

*This Code of Conduct is the basis which the West of England Appointed Coaches will be employed, whether or not they are voluntary or funded Coaching Staff or in support to them.*

*On receipt of this Code Coaching Staff are to acknowledge that they have read the Code and sign to say that they will abide by the code (albeit these are the rules for all BJA Coaches).*

*In the event of complaints about the conduct of an Appointed Coaching Person or support person. This Code will be the basis on which the complaint will be investigated (see page seven).*

## **Code of Conduct**

The essence of good ethical conduct and practice is summarised below. All Coaches must:

- consider the well-being and safety of participants before the development of performance.
- develop an appropriate working relationship with performers, based on mutual trust and respect.
- make sure all activities are appropriate to the age, ability and experience of those taking part.
- promote the positive aspects of the sport (e.g. fair play).
- display consistently high standards of behaviour and appearance.
- follow all guidelines laid down by the national governing body and the club.
- hold the appropriate, valid qualifications and insurance cover.
- never exert undue influence over performers to obtain personal benefit or reward.
- never condone rule violations, rough play or the use of prohibitive substances.
- encourage performers to value their performances and not just results.

All BJA qualified coaches should also be familiar with the British Judo Association's guidance notes for Coaches detailed below.

### **JUDO COACHING, TEACHING AND INSTRUCTING**

Even though the standards focus on and describe work functions, they are based on a number of accepted assumptions and values, which underpin good practice in coaching, teaching and instructing. These have been articulated into a code of ethics, developed by the British Institute of sports coaches and is incorporated in its entirety in this guide.

The purpose of this code of ethics is to establish and maintain standards for Judo coaches and to inform and protect members of the public using their services.

Ethical standards comprise such values as integrity, responsibility, competence and confidentiality. Members of the institute, in assenting to this code, accept their responsibility to performers, colleagues, the Institute, their governing body and to society. In pursuit of these principles, Judo coaches subscribe to standards in the following areas:

#### ***1 Issues of responsibility.***

#### ***2 Issues of competence.***

This code of ethics is a framework within which to work. It is a series of guidelines rather than a set of instructions, and should be used in conjunction with the Institutes "coaching manifesto."

## **1 ISSUES OF RESPONSIBILITY**

Judo Coaching is a deliberately undertaken responsibility, and Judo coaches are responsible for the observation of the principles embodied in this code of ethics.

### **Humanity**

**1.1** Judo coaches must respect the rights, dignity and worth of every human being and their ultimate right to self-determination. Specifically, coaches must treat everyone equally, within the context of their activity, regardless of sex, ethnic origin, religion or political persuasion.

### **Relationships**

**1.2** The good Judo coach will be concerned primarily with the well-being, health and future of the individual performer and only secondarily with the optimisation of performance.

**1.3** A key element in a coaching relationship is the development of independence. Performers must be encouraged to accept responsibility for their own behaviour and performance in training, in competition and in their social life.

**1.4** Judo coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their performers. This is particularly important when the coach and performer are of opposite sex and/or when the performer is a young person. The coach must realise that certain situations or friendly actions could be misinterpreted, not only by the performer, but also by outsiders motivated by jealousy, dislike or mistrust and could lead to allegations of sexual misconduct or impropriety.

**1.5** The relationship between Judo coach and performer relies heavily on mutual trust and respect. In detail this means that the performer should be made aware of the coaches qualifications and experience and must be given the opportunity to consent to or decline proposals for training and performance.

### **Commitment**

**1.6** Judo coaches should clarify in advance with performers and/or employers the number of sessions, fees (if any) and method of payment. They should also explore with performers and/or employers the expectation of the outcome of coaching.

**1.7** Judo coaches have a responsibility to declare to their performers and/or employers any other current coaching commitments. Judo coaches should also find out if any prospective client is currently receiving guidance from another teacher/coach. If so, that teacher/coach should be contacted to discuss the situation.

**1.8** Judo coaches who become aware of a conflict between their obligation to their performers and their obligation to their governing body or other organisation employing

them must make explicit the nature of the conflict and the loyalties and responsibilities involved, to all parties concerned.

### **Co-operation**

**1.9** Judo coaches should communicate and co-operate with other sports and allied professions in the best interest of their performers. An example of such contact would be the seeking of educational and career advice/counselling for young performers whose training impinges upon the performance of their studies.

**1.10** Judo coaches must communicate and co-operate with registered medical and ancillary practitioners in the diagnosis, treatment and management of their performers' medical and psychological problems.

### **Advertising**

**1.11** Advertising by Judo coaches in respect of qualifications and/or services shall be accurate and professionally restrained.

**1.12** Judo coaches shall not display any affiliation with an organisation in a manner that falsely implies sponsorship or accreditation by that organisation.

#### **Integrity**

**1.13** Judo coaches should refrain from public criticism of fellow coaches. Differences of opinion should be dealt with on a personal basis and more serious disputes should be referred to the Institute or the appropriate governing body.

**1.14** Judo coaches must not encourage performers to violate the rules of their sport and should actively seek to discourage such action. Furthermore, coaches should encourage performers to obey the spirit of such rules.

**1.15** Judo coaches must not compromise their performers by advocating measures that could be deemed to constitute seeking to gain an unfair advantage. Above all coaches must never advocate the use of prescribed drugs or other banned performance enhancing substances.

**1.16** Judo coaches must treat opponents and officials with due respect, both in victory and defeat and should encourage their performers to act in a similar manner.

**1.17** Judo coaches must accept responsibility for the conduct of their performers insofar as they will undertake to discourage inappropriate behaviour.

#### **Confidentiality**

**1.18** Judo coaches inevitably gather a great deal of personal information about performers in the course of a working relationship. Coach and performer must reach agreement as to what is regarded as confidential information i.e. not divulged to any third party without the express approval of the performer.

**1.19** Confidentiality does not preclude the disclosure of information to persons who can be judged to have a 'right to know' relating to performers when relevant to the following:

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- a) Evaluation of the performer within the sport for competitive selection purposes.
- b) Recommendations concerning performers for professional purposes.
- c) Pursuit of disciplinary action involving performers within the sport.
- d) Pursuit of disciplinary action by the institute involving fellow coaches in alleged breaches of this code of ethics and conduct.

### **Abuse of privilege**

**1.20** The Judo coach is privileged, on occasion, to have contact with performers and to travel and reside with performers in the course of coaching and competitive practice. A coach must not attempt to exert undue influence over the performer in order to obtain personal benefit or reward.

### **Personal standards**

**1.21** The Judo coach must consistently display high personal standards and project a favourable image of the sport and of coaching - to performers, other coaches, officials, spectators, the media and the general public.

**1.22** Personal appearance is a matter of individual taste, but the Judo coach has an obligation to project an image of health, cleanliness and functional efficiency.

**1.23** The Judo coach should never smoke when coaching.

**1.24** Coaches should not drink alcohol so soon before coaching that the smell will still be on their breath when working with performers.

### **Safety**

**1.25** Judo coaches have a responsibility to ensure safety of their performers with whom they work as far as possible within the limits of their control.

**1.26** All reasonable steps should be taken to ensure a safe working environment.

**1.27** The work done and manner in which it is done should be in keeping with regular and approved practice within the sport.

**1.28** The activity being undertaken should be suitable for the age, experience and ability of the performers.

**1.29** The performers should have been systematically prepared for the activity being undertaken and made aware of their personal responsibilities in terms of safety.

## 2 ISSUES OF COMPETENCE

2.1 Judo Coaches shall confine themselves to practice in those fields of sport in which they have been trained/educated and which are recognised by the Institute to be valid. Valid areas of expertise are those directly concerned with Judo coaching. Training includes the accumulation of knowledge and skills through both normal coach education courses and by experience at a level of competence acceptable for independent coaching practice.

2.2 Judo coaches must be able to recognise and accept when to refer performers to other agencies. It is their responsibility, as far as possible, to verify the competence and integrity of the person to whom they refer a performer.

2.3 Judo coaches should regularly seek ways of increasing their professional development and self-awareness.

2.4 Judo coaches should welcome evaluation of their work by colleagues and be able to account to performers, employers, governing bodies and colleagues for their actions.

2.5 Judo coaches have a responsibility to themselves and their performers to maintain their own effectiveness, resilience and abilities and to know when their personal resources are so depleted as to make it necessary for them to seek help and/or to withdraw from coaching, whether temporarily or permanently.

### **Essentials including Health & safety (BJA Western Area additional requirements)**

*Western Area Coaches are to ensure that a suitable and sufficient Risk Assessment has been carried out prior to any training/coaching session (see attached BJA T06 - Risk assessment form).*

*Hygiene is essential due to the close physical contact between players and Judo etiquette instils respect, modesty, politeness and general social skills on all participants.*

*Coaches and Judoka must wear suitable Judogi and practice good hygiene: the wearing of hard or metallic objects (including earrings) is prohibited whilst training or competing and appropriate footwear is to be worn to the mat edge from the changing rooms and toilets.*

*Fingernails & toenails are to be kept short, hands and feet are to be clean.*

*All participants must conduct their actions on and off the mat in a manner that is not detrimental to themselves or sport of Judo.*

*All Female Judoka are required to wear a plain white Tee shirt under their Judogi top.*

*All members must play within the rules and respect coaches and officials and their decisions.*

*All Judoka must refrain from the use of mobile phones whilst attending training session, preferably switching them off or leaving in silent mode.*

**Disciplinary**

*Disciplinary matters are to be dealt with by a minimum quorum of 2 coaches and referred to the Executive committee as deemed necessary.*

**I accept and agree to work within this Code of Conduct & Ethics and objectives which are those BJA and Western Area committee have imposed.**

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Coaching Appointment:** \_\_\_\_\_

British Judo Association - Western Area