All England Judo Federation Code of Conduct for Staff and Volunteers

Note: Where we refer to 'parents' we mean parents and carers inclusively. The term 'children' or 'child' describes any person under the age of 18.

As a member of staff or a volunteer at our clubs or activities, we'd like you to:

- Implement our safeguarding policy and procedures
- Report any concerns about or allegations of abuse or poor practice to our welfare officer listen to any concerns that parents or young people might have
- Consider your behaviour - do not engage in any behaviour that constitutes any form of abuse
- Respect your position of trust and maintain appropriate boundaries and relationships with young people. Engaging in sexual behaviour with any child under the age of 16 is illegal
- Keep any coaching and safeguarding training up to date
- Keep children in your sessions safe by supervising appropriately, using safe methods and techniques and by putting children's safety first
- Make sure you've got appropriate staffing ratios of adult to participant before the session begins ensure equipment is fit for purpose, safe to use and accessible
- Respect children's trust and rights whilst being honest and open with them
- Champion everyone's right to take part and celebrate difference in our club or by not discriminating against anyone, regardless of gender, race, sexual orientation or ability
- Stop play if an injury happens, administer minor first aid and call for help when necessary
- Use constructive and positive methods of developing children's skills, without humiliating or harming them
- Behave appropriately online in accordance with our online safety and acceptable use policy
- Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst young people
- Lead by example when it comes to good sportsmanship, positive behaviour and commitment to the sport
- Develop positive relationships with parents and catch up with them regularly about their child's development
- Make our club a friendly and welcoming place to be

As a member of our staff, we understand you have the right to:

- Enjoy the time you spend with us and be supported in your role
- Be informed of our safeguarding and reporting procedures and what you need to do if something isn't right
- Have access to ongoing training in all aspects of your role
- Be listened to

- Be involved and contribute towards decisions within the club or activity be respected and treated fairly by us and our governing body
- Feel welcomed, valued and not judged based on your race, gender, sexuality or ability
- Be protected from physical or emotional abuse from children or parents and be supported to resolve conflicts

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We expect all of our staff and volunteers to follow the behaviours and requests set out in this code. If any staff member or volunteer behaves in a way which contradicts any of the points set out above, we'll address the problem straight away and aim to resolve the issue.


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