CODE OF CONDUCT

MEMBERS AND

CONNECTED PARTICIPANTS

Version: 0.1

Date of Issue: January 2023

Contents

1. Definitions

2. Overview

3. Code of Conduct for all Members and Connected Participants

Appendices

- **A. Code of Conduct for Children and Young Athletes**
- **B. Coaches, Instructors and Volunteers**
- **C. Parents, Guardians and Carers**
- **D. Performance Programme**

1. Definitions

The definitions within the Code of Conduct are consistent with the disciplinary regulations; with the following terms having the meanings set out below:

Adult at Risk	means an individual aged 18 years or over "who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself from significant harm" [source: No Secrets 2009];
BJA/we/us/our	The British Judo Association;
Board	means the Board of Directors of the BJA;
Children and Young Athletes	an individual under the age of 18;
Code of Conduct	means the set of behavioural standards which have been established as the expected minimum standards of behaviour as set out in this document, including the Appendices, as the same may be updated from time to time;
Competition	any event affiliated to the BJA e.g., occasions where a number of teams/clubs compete together in a formal or informal structure, often with a winning individual and/or club. This can be for a social purpose, played for fun or of a more competitive nature;

Connected Participant	means any person who volunteers for the BJA, serves on the Board or a subgroup/committee, and any family members and/or supporters of a Member;
Conflict of Interest	means a situation in which an individual has competing interests or loyalties or in which there may be a perception of, or actual, bias;
Confidential Information	means any information supplied or disclosed that is confidential or sensitive in nature and is supplied in such a way as to impart a duty of confidence;
Disciplinary Action	means proceedings in accordance with the disciplinary regulations as set out by the BJA;
Disciplinary Matter	means inappropriate, incorrect, improper or unlawful conduct including breaches of any Disciplinary Policy, the rules, regulations, Codes, policies or license schemes imposed by BJA or any conduct which is otherwise detrimental to the interests of Judo;
Disciplinary Policy	means the document(s) that defines the disciplinary procedure that will deal with any breach or failure to comply with any BJA rules, regulations, Codes and/or policies;
DSL	means Designated Safeguarding Lead who will act as the lead for national Child and Adult at Risk protection and equality issues for BJA and investigate complaints made to the BJA;
Member	means any individual or organisation appointed as a personal or group Member of the BJA including players, clubs, attendees at BJA events and coaches;
Social Media	means media designed to be disseminated through social interaction. Types of social media include but are not limited to networks such as Facebook, Twitter, Instagram, Tik Tok, YouTube, Snapchat, blogs and podcasts;
Sport	means Judo or any version of Judo that is recognised by BJA.

2. Overview

Introduction

The BJA is the National Governing Body for the Olympic sport of Judo in Great Britain.

The BJA is a diverse and extensive membership organisation and whose network of clubs, qualified coaches, volunteers, Connected Participants and individual Members extends throughout Britain providing access to the sport of Judo in England, Northern Ireland, Scotland and Wales.

This Code of Conduct sets out the rules around the behaviour of all Members and Connected Participants and the standard that they need to meet so that they know what is expected of them, specifically around how they behave and interact with others.

Why is a Code of Conduct important?

This Code of Conduct serves not only as a set of guidelines for Members to follow, but also as an external statement of the values and commitments of the BJA and all Connected Persons.

The Code of Conduct:

- Defines the BJA's culture;
- Sets standards and expectations for Members to follow when it comes to their behaviour;
- Lets stakeholders and partners know the BJA's values, creating a level of transparency for healthy relationships;
- Enables anyone interested in the BJA (potential Members, employees, partners; stakeholders etc) to learn about its values, ethics and morals.

The Code of Conduct covers integrity, objectivity, confidentiality, behaviour and competence. When Members and Connected Participants act respectfully towards themselves, their fellow Members and Connected Participants and the BJA as a whole, they avoid conflict and can work together peacefully.

The Code of Conduct clarifies the BJA's values and principles, linking them with standards of conduct when it comes to the behaviour of its Members and Connected Participants. As a result, the Code of Conduct sets the benchmark for everyone to live up to.

Additionally, the Code can support Members and Connected Participants in general decision making by giving them a structure to follow when it comes to their behaviour.

The need for a Code of Conduct

Throughout this Code of Conduct, the BJA seeks to clarify whether certain behaviours or actions are acceptable or not, and to assist Members and Connected Participants in understanding how and why we reach such decisions.

As well as setting out the rules, the Code of Conduct also explains what Members need to do if they need to report a violation of the BJA's policies and procedures.

All Members are required, as a condition of their membership, to adhere to the Code of Conduct. Failure to do so may lead to suspension and/or expulsion from the BJA. Actively concealing, or failing to report, a violation is also considered to be a violation of this Code and the same sanctions may be applied.

What is the Judo Moral Code?

The Judo Moral Code is a set of ethics and values that Judoka should live by on and off the mat and was invented by Judo's founder Jigoro Kano. The Code is made up of eight values: courtesy, courage, honesty, honour, modesty, respect, self-control and friendship and you can discover more about this by reading the book "Jigoro Kano and the Moral Code."

Our Values

We use the tenets of Judo to shape and frame the culture of the BJA, personal relations and decision making. We mirror the Judo Moral Code in our values and interpret them as follows:

- **Courtesy -** to be kind, polite and to give generously without expecting anything in return;
- **Courage -** we face difficulties with bravery. Everyone has their own difficulties and being courageous is different for each Judoka;
- **Honesty -** we do things that are morally correct and act truthfully, this is honesty.
- **Honour -** to do what is right and stand by your principles and be someone who acts nobly and correctly;
- **Modesty -** we operate without ego in our actions and thoughts. Being modest is the opposite of being arrogant;
- **Respect -** respect is the appreciation of others (and self-respect is appreciation of yourself);
- **Self-control -** we understand our emotions, even in difficult situations or when there are conflicts with our desires;
- **Friendship -** being a good companion and friend is something that will stand you in good stead all of your life.

Our Vision

A united Judo community renowned for excellence and recognised for podium success.

Our Mission

Maximise contribution of Judo to British society by providing easy access to safe and inspiring clubs, centred on the Judo values.

3. Code of Conduct for all Members and Connected Participants

The Code sums up what Members should be doing and serves as a reminder that the BJA requires the highest standards of conduct from everyone involved in Judo. The Code includes behaviours that must be avoided or prevented. It does not take precedence over any applicable laws or legal framework but is intended to set a standard of conduct which all Members and Connected Participants are expected to observe.

It is important to note that the Code does not cover every eventuality and therefore both the letter of the Code and the spirit of it, driven by the Values of the BJA (listed above), must be observed and adhered to.

All Members and Connected Participants must conduct themselves in an honest, fair, impartial and transparent manner. All Members and Connected Participants, as applicable, undertake to:

- Observe the BJA's Values and the Judo Moral Code when dealing with fellow Members and Connected Persons as well as with other stakeholders, partners, Board Members and employees of the BJA;
- Not knowingly act in a manner consistent with Membership terms and condition at all times;
- Adhere to and act in accordance with Membership terms and conditions at all times;
- Support the BJA's Mission and Vision;
- Avoid inappropriate and offensive behaviour with or towards others;
- Treat everyone in the Judo community with respect at all times - we will not tolerate any kind of discriminatory behaviour, harassment, victimisation, verbal or physical abuse or bullying towards any Member of the Judo community;
- Respect and preserve confidentiality and privacy;
- Conduct themselves with integrity and honesty;
- Respect the dignity of others regardless of their race, gender, sex, disability, social status, religion or sexual orientation;
- Uphold the same sporting values away from Judo as when engaged in Judo;
- Participate within the rules of the sport;
- Consistently promote positive aspects of the sport and never condone rule violations
- Champion equality, diversity and inclusion;
- Challenge and report inappropriate behaviour by others;

- Maintain strict boundaries between friendship and intimacy;
- Be aware of how their behaviour may influence or impact upon the behaviour of others;
- Never engage in any corrupt or unethical practice or behaviour; nor demand, encourage or apply coercion to obtain unethical behaviour in their relationships with others;
- Never use the BJA's resources for personal use;
- Never exploit any relationship with another Member, Connected Person, volunteer, coach or employee of the BJA for personal benefit or gain;
- Uphold the highest standards of good practice at all times;
- Respect and adhere to the rules, regulations and requirements of Judo whether in competition or otherwise;
- Act in accordance with guidance and policies relating to the media and the use of social media;
- Respect the rights, dignity and worth of Children and Adults at risk and ensure that the Safeguarding Policy and Procedures are adhered to. https://www.britishjudo.org.uk/download-the-latest-version-of-safelandings
- Not swear or use abusive language whilst in athletics venues, at club functions and events, or when as part of a team/squad;
- Not engage in inappropriate or illegal behaviour;
- Ensure that everyone has an opportunity to participate in a fair, honest environment by rejecting cheating, abiding by anti-doping policies and not taking illegal substances immediately prior to or while participating in the sport https://www.ukad.org.uk/,
- https://olympics.com/ioc/fight-against-doping, https://www.paralympic.org/news/ipc-anti-doping-Code-revised
- Not misuse or abuse sporting equipment, venues or anyone else's property;
- Not engage in conduct which my prejudice the reputation of the BJA;
- Uphold the good name and reputation of the BJA at all times;
- Not make public statements in their capacity as Members of the BJA unless appropriately qualified and authorised to do so by the BJA and shall have due regard to the likely consequences of any such statement on others;
- Do all in their power to ensure that their activities do not knowingly harm the environment or compromise the health and safety of others;

Furthermore, we expect that everyone will:

- Recognise that individuals bring different qualities and attributes and celebrate them;
- Recognise the achievements of others and applaud their success;
- Maintain levels of membership, insurance and criminal records checks as appropriate to their role and Member status;
- Be on time, dressed appropriately and ready to give full attention;
- Welcome new Members, volunteers, and connected participants and cooperate with all;
- Endeavour to ensure that all involved in Judo optimise their potential by promoting the positive aspects of the sport;

- Display modesty in victory and graciousness in defeat; be sporting regardless of winning or losing and acknowledge opponents and the referees at the end of a competition;
- Listen to and cooperate with officials' decisions;
- Be in control of their emotions and understand that verbal, emotional and physical abuse of, or deliberate distraction of, officials, coaches, spectators or participants is not acceptable or permitted behaviour;
- Enjoy the sport and ensure others can enjoy it too.

As a National Governing Body, we do not tolerate the following:

- The use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination (either in person, remotely or via social media) or physical violence;
- Any abuse or misuse of any relationship of trust or position of power or influence;
- Being under the influence of any proscribed substance or alcohol or consuming alcoholic drinks immediately prior to or whilst participating in the sport, or while safeguarding children or adults at risk;
- Bringing the sport into disrepute;
- Taking or knowingly being in the presence of any illegal or proscribed substance;
- Arguing with an official or participant during the competition.

Attached as Appendices are Codes of Conduct for individual roles and groups of people to provide further clarity for each Member or Connected Participant.

Coaches have the right to use this Code of Conduct as part of an induction into their club requiring copies to be signed to signify understanding of, and commitment to, the Code of Conduct if they wish to do so.

Breach of the Code of Conduct

Breaches of the Code of Conduct will always be taken seriously and handled fairly, openly and transparently. The BJA will ensure that the application of any sanctions will be consistent, relevant and proportionate. It is the responsibility of all Members and Connected Participants to understand BJA's standards and expectations under the Code of Conduct and to help ensure that the Code is adhered to and applied by all.

Sanctions may include (but are not limited to) any of the following:

- Being asked to apologise for inappropriate behaviour;
- Receiving a verbal or written warning from the relevant club or the BJA;
- Being suspended from attending a club – whether for specific events (such as training sessions or competitions) or generally - for a fixed period of time;
- Being suspended from participating in domestic and/or national competitions for a fixed period of time;
- Being suspended from the BJA;

- Having membership of a club or the BJA terminated.

A complaint regarding a breach of the Code of Conduct should be made in the first instance, in writing, providing an account of the facts alleged and addressed to Andrew Scoular, CEO by post or by email to:

Andrew Scoular
CEO
British Judo Association
Walsall Campus
University of Wolverhampton
Gorway Road
Walsall
West Midlands
WS1 3BD

Email: **andrew.scoular@britishJudo.org.uk**

Monitor and Review

This document will be monitored by the CEO and reviewed every two years. It will be updated from time to time to reflect legislation changes.

Document author	Sami Smithson, Head of Inclusion, Safeguarding and Wellbeing Leigh Butler, Business Support Assistant
Document owner	Andrew Scoular, CEO
Legal consultation	Alex Slade
Approved by	BJA Board
Review Date	January 2025
Minor changes made	
Date minor changes made	
Key changes made	
Date key changes made	

APPENDICES

Specific Codes of Conduct relating to the following:

A. **Children and Young Athletes**
B. **Coaches, Instructors and Volunteers**
C. **Parents, Guardians and Carers**
D. **Performance Programme**

A. Code of Conduct for Children and Young Athletes (under 18s)

As a child or young athlete, I have the right to:

- Be safe and protected;
- Be listened to;
- Be respected and treated fairly;
- Be believed;
- Ask for help;
- Be coached by someone who has the right qualifications.

I will respect the Code of Conduct and I will:

- Be friendly and supportive to other students;
- Keep myself safe;
- Tell my coach or an official if I am ill, injured or don't feel safe;
- Compete fairly and respect other students and officials;
- Respect the rules of my club;
- Behave and listen to all instructions from my coach and officials;
- Take care of equipment owned or provided by the club or training facility;
- Keep to agreed timings for all club activities;
- Tell my parents/guardians/carers where I am or if I am going to be late.

I will not:

- Use bad language or take part in any inappropriate or illegal behaviour;
- Bully anyone or pressure them to do things they do not want to, whether online or in person;
- Use my mobile phone during training, competitions, or in changing rooms;
- Carry or consume any alcohol or illegal or banned substance.

I understand that if I do not follow this Code actions can be taken, parents, guardians, carers and coaches will be informed and I may:

- Be asked to apologise for my behaviour
- Receive a verbal or written warning from my club or the BJA;
- Be suspended from attending club training for a period of time;
- Be suspended from participating in domestic and/or national competitions for a fixed period of time;
- Be asked to leave the club.

B. Coaches, Instructors and Volunteers

Including: Coaches, Assistant Coaches, Referees, Club Welfare Officers and Volunteers

I will:

- Be a positive role model for BJA by acting in a way that projects a positive image of my role and being fair, considerate and honest with participants and officials;
- Exercise self-control, responsible behaviour, consideration of others, courtesy and good manners,
- Maintain appropriate membership, insurance and criminal records check to allow me to fulfil my role;
- Take all reasonable steps to establish a safe Judo environment and ensure the safety of the players with whom I work as far as is possible within the limit of my control;
- Ensure all activities are suitable for the age, experience and ability of players;
- Display high standards in my language, manner, punctuality, preparation and presentation to ensure that all time spent with me by participants or colleagues is a positive experience;
- Project an image of health, cleanliness and functional efficiency;
- Exercise reasonable care and skill when carrying out my duties, including but not limited to, keeping up to date with the latest practices and development by taking advantage of personal and professional opportunities made available to me;
- Understand that the objective of a Judo session is to enhance and promote learning and direct all efforts to this purpose;
- Be consistent, independent and demonstrate complete impartiality through exercising reasonable care and skill to enforce the rules of Judo when officiating;
- Seek to inspire and motivate in accordance with an individual's abilities to enable them to participate to the best of their ability and realise their potential;
- Provide athletes with planned and structured training programmes appropriate to their abilities and goals by ensuring that equal attention and opportunities are available to all, including those requiring a modified plan due to sickness, injury or disability;
- Ensure that the training and/or competition environment is safe and appropriate for the age, physical and emotional maturity, experience and ability of the athletes;
- Ensure that I follow instructions and comply with all health and safety regulations that apply to the role I am undertaking;
- Comply with the rules, regulations and procedures relating to doping control.
- Comply with all applicable laws and regulations in force at whatever location I am in.
- Comply with the BJA's Safeguarding policies. **Any concerns or questions relating to potential abuse in positions of trust or safeguarding matters should be raised to the BJA's Safeguarding Team safeguarding@britishjudo.org.uk;**
- Refrain from any act or omission that would be detrimental to Great Britain, the BJA, the EJU, the IJF or any fellow Member or Connected Person.
- I will abide by this Code of Conduct and promote it to others.

I will not:

- Conduct an inappropriate relationship with any student under my care or tutelage [1];
- Exert undue influence to obtain personal benefit or reward;
- Neglect my responsibility for any child in my care at any time;
- Vacate the venue until the supervision of the safe dispersal of all the athletes is complete (NB delegation of this duty may be allocated to another official);
- Bully any person either physically or verbally;
- Engage in rough, physical or inappropriate behaviour;
- Allow the use of inappropriate language or behaviour to go unchallenged;
- Do things of a personal nature for a player that they can do for themselves;
- Smoke, or "vape", when coaching;
- Coach or attend any Judo activity under the influence of alcohol or drugs or any other intoxicating substance;
- Supply, encourage or induce the use of any banned or proscribed substance or material, by whatever route, regardless of the objective.

In addition, to remain licensed to coach and be covered by insurance, all British Judo Coaches, regardless of the duration of the revalidation period for their license, must:

- Renew their British Judo Association Membership annually;
- Undertake an Enhanced Disclosure and Barring Service Check (formerly CRB) every three years;
- Complete a Safeguarding and Protecting Children in Sport course every three years;
- Renew their First Aid Certificate every three years;
- Satisfy the British Judo revalidation event requirements: Level 1 and 2 need to do 3 in three-years and Level 3 and above 3 in six-years.

Should any of the above not be in place, the individual's licence to coach shall be suspended and insurance cover through British Judo withdrawn.

I understand that if I do not follow this Code or associated guidelines, in additions to sanctions set out in the Code of Conduct, the following sanctions may also be taken by BJA;

[1] The law in England and Wales states that those in a position of trust in sports organisations, such as a coach, cannot legally have a sexual relationship with young people they look after, under 18 years. The roles of coaches and volunteers constitute positions of trust and any sexual relationships/activity between adults in those roles and 16–17-year-olds for whom they are in a position of authority constitutes an offence. For further information on preventing abuse in positions of trust in sport please follow the link: https://thecpsu.org.uk/media/446197/preventing-abuse-in-positions-of-trust.pdf

I may:

- Be placed under mentoring of another club coach;
- Be required to attend safeguarding training or training appropriate to the breach;
- Be suspended for a fixed term period either from full club training or competition coaching.

For coaches requiring more detail on safeguarding and the coaches Code of Ethics, please refer to the Safelandings on British Judo's website: https://www.britishjudo.org.uk/download-the-latest-version-of-safelandings .

C. Parents, Guardians and Carers

The enjoyment and safety of your child when involved in a Judo activity is of paramount importance to BJA. Every participant will be encouraged and asked to ensure their behaviour and actions meet the values and standards set out in this Code. As parents/guardians/carers, you are asked to support our all-encompassing Code of Conduct and additionally:

As a parent/guardian/carer, I will:

- Encourage my child to participate within the rules and respect officials' and coaches' decisions;
- Support my child's efforts and performance, giving positive comments that motivate and encourage continued effort and learning;
- Understand that competition is about winning and losing, so I will accept the results without undue disappointment;
- Be a positive role model to my child by helping them to work towards skill improvement and good sportsmanship;
- Remember that children learn best by example and applaud good play by both my child and their opponent;
- Thank the coaches, officials and other volunteers who give their time for my child and not interfere with or question their decisions in competition;
- Respect the rights, dignity and worth of all people involved in the sport of Judo;
- Read the rules of the sport to better understand what I am watching and discussing with my child;
- Promote this Code of Conduct to other parents, guardians and carers;
- Be aware of the Safeguarding Policy and ensure that any concerns are reported to the Club or Event Welfare Officer and/or Head of Safeguarding at the BJA.

As a parent/guardian/carer, I will not:

- Pressure my child in any way;
- Use inappropriate language, harass athletes, coaches, officials or other spectators;
- Criticise or ridicule any child for making a mistake or losing during or after a match;
- Force my child to participate in the sport if they are unwilling to do so;
- Attend any Judo activity under the influence of alcohol or drugs or any other intoxicating substance;
- Use social media to bring the sport into disrepute or make an inappropriate comment about an athlete, coach, official, volunteer or any other Member of BJA;

I understand that inappropriate pressure on children, and poor behaviour of adult spectators can sometimes make children drop out of sport.

I accept that this Code promotes good spectator behaviour and that if I do not follow this Code action will be taken and I may:

- Be asked to apologise for my behaviour;
- Receive a verbal or written warning;
- Receive a fixed term suspension from attending club training sessions and events;
- Be barred from attending domestic and/or national competitions;
- Be required to leave the club.

D. Performance Programme

Whilst based on the principles of the BJA's overarching Code of Conduct, the Performance Programme has its own separate Code of Conduct and Agreement which builds on the commitments contained in this Code. To view the Performance Programme Code of Conduct and Agreement, please use the link: https://www.britishjudo.org.uk/contentlibrary/bja-athlete-code-of-conduct-and-agreement/