

## BRITISH TAEKWONDO COUNCIL

### Code of Conduct and Ethics Policy

Version	Author	Changes	Date	Next Review Date
3	Trevor Nicholls		May 2018	May 2020
4	Trevor Nicholls	Reformatted; Complaints Policy reformatted, DP Policy reformatted and updated; Capability Policy updated and inserted; Disciplinary Policy reformatted; Whistleblowing Policy reformatted	May 2020	May 2022
5	Trevor Nicholls	Full review: Para 3.1 - removal of 'Ltd' in line with Companies House registration; para 4.2 identifies separate safeguarding policies for children and adults at risk	Dec 2023	Dec 2026

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## 1. SCOPE

- 1.1. The Code applies to those involved with the British Taekwondo Council (BTC) at every level, whether as a member of staff, student, instructor/coach, official, volunteer or spectator, all have a responsibility to act according to the highest standards of integrity.
- 1.2. All partners must respect the rights, dignity and worth of every person, student and non-student alike, treating everyone equally within the context of activities and events. In particular, to be aware of the special needs of young people, their wellbeing, including difficulties or possible abuse experienced from within the game or from other sources. The BTC has a duty to ensure that everyone involved in Taekwondo activities or related events, whether child, young person or adult, is able to participate in an enjoyable and safe environment and be protected from abuse.
- 1.3. The BTC is committed to maintaining the highest possible standards of behaviour and conduct at all activities and events.

## 2. EQUITY

The Equality Act 2010 came into force in October 2010 and replaces all previous equality laws and discrimination laws including the Sex Discrimination Act 1975, Race Relations Act 1976, and Disability Discrimination Act 1995. The Equality Act 2010 places responsibilities on the BTC as an employer and training provider to promote equality, prevent any forms of discrimination, and ensure everybody is treated with dignity and respect. The full BTC Equity Policy may be viewed separately.

## 3. EXPECTATIONS

### 3.1. Club Instructors/Coaches

The BTC qualifies instructors to teach Taekwondo. Instructors may sometimes be referred to as coaches.

<b>Personal Responsibilities</b>	<b>Specific to Children / Adults at Risk</b>
Must treat everyone fairly and sensitively regardless of their Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation and Ability	Ensure that proper supervision is provided by suitably qualified instructors/coaches and officials who are capable of promoting good sporting behaviour and good technical skills
Do not manipulate the rules in order to benefit yourself personally or your club	Accept the special role that you have to play in the establishment of standards by setting a good example of behaviour and conduct at all times
Encourage all students and instructor/coaches to abide by the rules and spirit of the activity	Show respect to students, instructors/coaches, officials and other volunteers involved in the activity/competition
Do not use foul, sexist or racist language	Remember activity is enjoyed for its own sake - play down the importance of awards
Use your official position to take action against others who harass, abuse or use foul, sexist or racist language towards participants, instructors/coaches, officials and volunteers	Children play for pleasure and winning is only part of the fun
Ensure all equipment and facilities meet safety standards	Keep yourself informed about sound teaching/coaching practices and the principles of children's growth and development

### 3.1 Club Instructors/Coaches (Continued)

<b>Personal Responsibilities</b>	<b>Specific to Children / Adults at Risk</b>
Check you have adequate insurance cover for the activities you are undertaking	Be reasonable in your demands on children's time, energy and enthusiasm - they need other interests too
Respect the rights of other clubs	Never ridicule or shout at a child or vulnerable adults for making a mistake or losing
Arrive in plenty of time to set up your activities and ensure safety	Take responsibility for the everyone in your care until they have safely left the activity
Endeavour not to influence the result of an activity/competition by any actions that are not strictly within the rules	
Always have regard to the best interests of the sport, including where publicly expressing an opinion of the sport and any particular aspect of it, including others involved in it	
Resist all illegal or unsporting influences, including banned substances and techniques	
Promote ethical principles	
Set a good example which others can follow	
The successful instructor/coach invests in the well-being and interests of their students, not their win/loss record	
Teach your students that honest effort is more important than victory so that the result of each event is accepted without undue disappointment	
Teach students to be fair and to follow the rules	
Divide your time equally between all standards of students	
Ensure you and your students have respect for their opponents, the officials and opposing instructors/coaches and supporters	
Follow advice from a professional when determining if an injured student is ready to play or train	

### 3.2. Students

Personal Responsibilities	Specific to Children / Adults at Risk
Must treat everyone fairly and sensitively regardless of their Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation and Ability	Play for fun and enjoyment - not just to please your parents and/or instructor/coach
Do not use foul, sexist or racist language at any time	
Arrive for training and matches in good time to prepare thoroughly	
Learn and play by the rules	
Abide by the instructions of the instructor/coaches/staff and officials provided they do not contradict the rules	
Do not argue with competition officials and/or the instructor/coach - use your energies for playing better	
Recognise and applaud all good play	
Be a good sport - win with modesty, lose with dignity	
Respect opponents, instructors/coaches, club officials and competition officials - treat them as you would wish to be treated	
Co-operate with instructor/coach, fellow students and opponents	
Think about improving your skills after training and competition	
Inform the instructor/coach of any injury as soon as possible	
Inform the instructor/coach if you need to leave training/the event early	
Thank officials and opponents after competition	

### 3.3. Spectators

<b>Personal Responsibilities</b>	<b>Specific to Children / Adults at Risk</b>
Must treat everyone fairly and sensitively regardless of their Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation and Ability	Remember the participants are taking part for their enjoyment not yours, they are not professional athletes
All spectators, on no account, should enter the field of play/activity unless authorised otherwise	
Do not use foul, sexist or racist language or harass students, instructors/instructor/coaches, officials or volunteers	
Condemn the use of violence and verbal abuse in all forms	
Respect officials' decisions. Remember they are human with the same feelings as you, are volunteers and, like you, sometimes makes an honest error	
Do not ridicule participants who make mistakes	
Do not over-emphasise the importance of winning	

### 3.4. Parents

<b>Personal Responsibilities</b>	<b>Specific to Children / Adults at Risk</b>
Must treat everyone fairly and sensitively regardless of their Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation and Ability	Remember that children play for their fun, not yours!
During club classes or other training sessions, respect the instructor/coach. If you have any issues or concerns, please address these to the instructor/coach after the lesson/training session	Encourage your child always to play by rules and to respect the instructor/coaches, officials and volunteers
Applaud all good play	Encourage children to play, do not force them
Learn the rules to better understand what you are looking at and commenting on	Praise your child's efforts whether they win or lose
Do not question the judgement of and show your appreciation to all officials, instructors/coaches and helpers	Never ridicule a child for losing or making a mistake
Condemn the use of violence, profane language and any form of abuse	Children learn best by following a good example
Think of how you can best help the instructor/coach and/or the club	
As a spectator you must never enter the field of play/activity	

### 3.5. Officials

Personal Responsibilities	Specific to Children / Adults at Risk
Must treat everyone fairly and sensitively regardless of their Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation and Ability	
Know the rules and regulations to ensure a professional event, safeguarding all participants and attendees	
Be honest, consistent, objective, impartial, courteous and compassionate when applying the rules of the event	
Compliment all competitors on good play when the opportunity arises	
Use common sense to ensure that the spirit of the event is not lost	
Encourage all participants to play within the rules and the spirit of the event/competition	
Try to ensure that the event/competition is allowed to flow with only as many stoppages as is necessary	
Show patience and understanding towards students who may be learning the event/competition	
Not be afraid to take decisions. An official should be wise, fair and firm and resist any possible influence from protests on the part of students, team officials or spectators	
Show respect towards students and team officials	
Inform the person or body directly responsible if unable to officiate for any reason	
Refrain from requesting hospitality of any kind, or accept any hospitality offered and considered to be excessive	
Always have regard to the best interests of the game/competition, including where publicly expressing an opinion on the game/competition or any particular aspect of it, including others involved	
Do not tolerate foul, sexist or racist language from students, officials, spectators	
In reports, an official should set out the true facts and not attempt to justify any decisions	
It is necessary for the official's authority to be protected, not only for the sake of the event/competition, but also in the interest of fellow officials. This protection should, however, not influence the overriding regard for protection of the participants	
An official should assist with the development of less experienced officials and assistant officials	

#### 4. BREACHES OF BTC CODE OF CONDUCT

- 4.1. Any behaviour by student, official, instructor/coach, instructor's assistant, volunteer or spectator deemed to contravene the BTC Code of Conduct should be dealt with in line with the BTC Disciplinary Policy.
- 4.2. Any behaviour by student, official, instructor/coach, instructor's assistant, volunteer or spectator deemed to contravene the BTC Safeguarding Children and Adults at Risk Policies and Implementation Procedures should be reported as detailed in the BTC Safeguarding Policies.

