

# 2024 BJA Performance Programme Coach, Support Staff & Volunteer Code of Conduct and Agreement



## Introduction & Purpose:

We are fully committed to promoting Judo in Great Britain. As such, this resource will underpin the Values and Behaviours expected by our team - Fighters, Coaches and Performance Support Staff.

A breach of this code of conduct by any member of our team may be considered misconduct, and result in disciplinary action in accordance with the British Judo Performance Programme Disciplinary Policy, or British Judo Employee Disciplinary policy and procedure.

## Our Value & Behaviours- GB Judo Way

Judo is built upon self-discipline and our contribution to others. The wider British Judo Association (BJA) has five core values which are Respect, Unity, Integrity, Trust, and Excellence. To reflect these these are represented in **the GB Judo Way** with the following Value Statements and Behaviours for our World Class Performance Programme:

RESPECT | MODESTY | FRIENDSHIP | COURAGE | COURTESY | HONOUR | HONESTY | SELF-CONTROL



## Associated Documents, Policies and Procedures

Documents, policies and procedures associated with this Policy are:

- British Judo Performance Programme External & Social Media Policy
- British Judo Performance Programme Fighter Grievance Policy
- British Judo Performance Programme Fighter Disciplinary Policy
- British Judo Performance Programme Alcohol Policy
- British Judo Performance Programme Anti-Doping Information
- British Judo Performance Programme Nutrition Statement
- British Judo Conduct and Complaints Policy
- British Judo Employee Handbook- and associated policies
- EIS Employee Handbook



## British Judo Performance Programme Coach, Support Staff & Volunteer Agreement

### Whilst at International Events & Domestic Training Camps I will:

1. Strictly adhere to all curfews and meeting times.
2. Not purchase or consume alcohol.
3. Follow the laws and expectations/culture of the countries they are visiting.
4. Maintain a tidy living and training environment.
5. Stay in the Competition Venue or Accommodation Complex unless give permission by the lead coach.
6. Wear England Talent or GB Judo Clothing when travelling and attending international events.
7. Follow the rules and regulations of the competition organiser, IJF & EJU.
8. Cooperate fully with the BJA coaching staff and other representing coaches and work as a cohesive and effective team for GB.
9. Always respect the decision of the Referee and if appealing a decision will do so with respect, in a civil, professional manner and in line with the IJF/EJU/BJA rules and regulations
10. Have full knowledge of the logistics and protocol, to lead an international competitor/team abroad, and in the absence of a British Judo official Team Coach at an event, be able fulfil those duties.

### At all times, I will:

1. Show respect to others involved in the sport including competition officials, fighters, coaches, managers, and spectators.
2. Adhere to the laws and spirit of the sport.
3. Promote fair play and high standards of behaviour.
4. Only enter the field of play, if given permission by the referee.
5. Not participate in any activity that is against the Laws of the United Kingdom.
6. Use social media in a way that positively promotes yourself and the British Judo Association.
7. Not to share inappropriate images of others (or themselves) on social media
8. Not Engaging in the bullying or harassment of others
9. Not bringing British Judo or England Talent into any situation which impacts on its reputation.
10. Comply with Anti-Doping rules and regulations of UKAD and WADA.
11. Being a positive impact on the sport of judo by maintaining the behaviours outlined in the BJA Values and GB Judo Way
12. Co-operate fully with others in Judo (e.g. officials, doctors, physiotherapists, welfare officers) for each fighters' best interests.

### When working with fighters, I will:

1. Place the physical and mental well-being, health, and safety of each fighter above everything.
2. Respect and adhere to the boundaries between personal and professional relationships between fighter and coach when situated in a competitive, training and travelling environment.
3. Follow guidance provided by British Judo with weight management.

Attending in the role of a coach at Continental Opens, Grands Prix, and Grand Slams enables the coach to mat side coach at those competitions regardless of a formal GB WCPP Delegation in attendance. However, cannot mat side coach at any EJU or IJF event when a GB fighter competes against another GB fighter.

Attending in the role of support staff or volunteer at Continental Cups, Continental Opens, Grands Prix, and Grand Slams can be done regardless of a formal GB delegation in attendance. However, attending as a Team Official means the individual is not permitted mat side coach or access the field of play at competitions where they are in this role.

The British Judo Association reserves the right to refer a matter to the Sport Integrity Service under the Rules of Procedure of that service. This may involve the commission of an independent investigation or disciplinary procedure into alleged grievances, or allegations of misconduct involving: i) athletes; ii) athlete support personnel; or iii) British Judo's office holders as defined within the Rules of Procedure;

- i. where an individual is deemed a 'Relevant Person' under the terms of the Sport Integrity Service Rules of Procedure; and
- ii. they are a respondent to allegations of misconduct as defined as a 'Relevant Matter' under the same regulations.

Relevant Persons Are:

- i. an Athlete who is selected to British Judo's WCP funded by UK Sport;
- ii. athlete support personnel who are either working on the UK Sport funded WCP (in whatever capacity) or working with Athletes; and
- iii. office holders of the British Judo Association.

**I understand that if I do not follow the Code, any/all of the following actions may be taken by my Club, Home Nation, and/or the British Judo Association (BJA):**

- Required to meet with the Club Welfare Officer and/or Club committee.
- Monitored by Area Technical Director (ATD).
- Required to attend a BJA education course relating to the offense.
- Suspended by the Club &/or BJA from attending club sessions and/or competitions.
- Suspended or fined by the BJA.
- Required to leave, or position to be terminated by the club &/or BJA.
- BJA Coaching membership may be withdrawn.
- Refusal of coach accreditation applications to Domestic and International events.
- Withdrawal from Judobase, which will remove ability to receive accreditation & coach at EJU / IJF events.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_