



**Newent Judo Club**

Members of British Judo Association

# **Behaviour Management Policy**

# NEWENT JUDO CLUB

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# NEWENT JUDO CLUB

## 1. Introduction

This document outlines Newent Judo Club's behaviour management policy. It applies to all players, adults, including volunteers working in or on behalf of the Club.

Behaviour is defined by the Oxford Dictionary (2017) as the way individual acts or conducts themselves towards others and the way they respond to situations and stimulus.

### Aims of Policy

The aim of this policy is to outline how the Club will:

- Set out the standards expected at Newent Judo Club
- Promote positive behaviour in a safe environment

### Context

This policy enables Newent Judo Club to carry out functions with a view to promote positive behaviour supporting learning. This policy is in line with legislation and guidance:

- The Children Act 1989 and Children Act 2004
- The United Nations Convention on the Rights of the Child (UNCRC)
- Equality Act 210

### Principles

Behaviour management at the club is underpinned by these key principles:

- Everyone who attends the club is responsible for their own behaviour
- The club is a safe, friendly environment where all individuals can be themselves without being judged

## 2. Expected standards of behaviour

Newent Judo Club is fully committed to safeguarding and promoting the well-being of all its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others.

Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with a Club Coach or Welfare Officer.

### Players Code of Conduct

As a member of Newent Judo Club, you are expected to abide by the following club rules:

- On entering and leaving the Dojo a bow is to be made.
- Players should arrive punctually for their session between 5 and 15 minutes before the session start time.

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- Members must pay any fees for training or events promptly.
- Members should keep to agreed timings for training and competitions or inform their coach if they are going to be late.
- Children under 16 must be accompanied into and out of the Dojo by a responsible adult.
- Parents of children under 16 should ensure that an adult of the same sex as their child will be present in the Dojo for the session before leaving the child.
- No smoking, taking of drugs or drinking of alcohol is allowed in the Dojo or whilst representing the club at competitions.
- Members must wear suitable kit, females should also wear a plain white T-shirt under their Judogi jacket.
- Players personal hygiene is important in Judo.
- Judogi's (jacket and trousers) must be kept clean, tidy and fit for use, in a good state of repair.
- Finger and toenails must be kept short. Foot infections must be treated instantly and covered if training is to continue.
- Footwear is to be worn off the mat at all times.
- If the Judoka has long hair, it must be kept tied back by a non-metallic band at all times when on the mat.
- Rings and other metallic objects must not be worn as these may injure others. If rings cannot be removed they must be taped over.
- Wait at the edge of the mat until invited onto the mat, do not leave the mat without permission.
- When in the Dojo the directions of the coaches should be observed.
- Judo shall only be practised in the Dojo with a coach in attendance.
- Whilst other Judoka are training those watching should be standing or kneeling up watching. (Always kneel rather than sit as it makes it easier to move away).
- All members must play within the rules and respect officials and their decisions.
- All members must respect opponents.
- Only throw an opponent when it is safe to do so, e.g. on the mat in a clear area.

### Coaches 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.

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- Encourage performers to value their performances and not just results.

All BJA qualified coaches should also be familiar with the 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(BISC) 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 BISC, in assenting to this code, accept their responsibility to performers, colleagues, the BISC, their governing body and to society. In pursuit of these principles, Judo coaches subscribe to standards in the following areas:

- Issues of responsibility.
- 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.

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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.

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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: -

- Evaluation of the performer within the sport for competitive selection purposes.
- Recommendations concerning performers for professional purposes.
- Pursuit of disciplinary action involving performers within the sport.
- 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.

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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.

### **Parents Code of Conduct**

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

- Encourage their child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help their child to recognise good performance, not just results.
- Never force their child to take part in Judo.
- Set a good example by recognising fair play and applauding the good performances of all.
- Never punish or belittle a child for losing or making mistakes.
- Publicly accept officials' judgements.
- Support their child's involvement and help them to enjoy their Judo.
- Use correct and proper language at all times.

### **Volunteers Code of Conduct**

The essence of good ethical conduct and practice is summarised below. All club officials and volunteers 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.



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- 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.

### What Happens if Code of Conduct is Broken

If any of the code of conducts are broken then appropriate action will be taken following BJA policies and procedures. For more information see safeguarding and child protection policy or visit the BJA website on <http://www.britishjudo.org.uk/> or <http://www.britishjudo.org.uk/pdf/BritishJudoCPPceduresreleasedAug08.pdf>

### 3. Strategies

There are a wide range of strategies used to handle behaviour at the club.

#### Behaviour Management in sessions

In sessions, the judo code will be expected to be followed encouraging positive behaviour.

Judo code:

- Courtesy - Be polite to other people
- Courage - Face difficulty without fear
- Fair play- Be a good sport, play by the rules
- Honour - Fairness in beliefs and actions
- Modesty - Be without vanity or boastfulness
- Respect - Regard for others
- Self-control - Control over yourself and actions
- Friendship - Be a good friend, be helpful and kind
- Hygiene - Wear a clean judogi. No shoes on the mat. Zoris (shoes) worn off the mat

### 4. Bullying

- Bullying will not be accepted or condoned. All forms of bullying will be addressed. Bullying can include: Physical pushing, kicking, hitting, pinching etc. Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals.  
Racial taunts, graffiti, gestures. Sexual comments and/or suggestions. Unwanted physical contact.

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- Children from ethnic minorities, disabled children, young people who are gay/lesbian or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.
- Staff and volunteers will have access to training on anti-bullying.
- Where a child is found to be exhibiting sexually harmful behaviour to another child, it is important to involve the welfare officer responsible for child protection as soon as possible. They should be aware of the differences between sexually harmful behaviour and bullying behaviour.
- Where a child's bullying behaviour is of a particularly violent or aggressive nature and the club is unable to address the behaviour through behaviour management strategies or disciplinary measures within reasonable time, it is worth considering instigating child protection procedures.

This is how we plan to put our policies into place, the club has a responsibility to work together to stop bullying.

### *Support to the child*

- Children should know who will listen to and support them.
- Any advice and assistance should be given by an appropriately trained and experienced worker.
- Children should have access to helpline numbers.
- Children should be told what is being recorded in what context and why.
- The children have access to a safe adult to talk about bullying or any other issues that affect them. These adults need to be trained in listening skills; particularly in counselling they must also know the limits of their confidentiality and understand the nature of consent.
- Anyone who reports an incident of bullying will be listened to carefully and will be supported whether it is the child being bullied or the child who is bullying.
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.
- Children being bullied will be supported and assistance given to uphold their right to learn, develop and play in a safe environment, which allows them to reach their potential.
- Those who bully will be supported and encouraged to stop bullying, it should be recognised that the bully may well be a victim as well as the bullied.
- Sanctions involving long periods of isolation or which diminish and make individuals look or feel foolish in front of others should be avoided.

## **5. Inclusion**

Newent Judo Club is committed to ensuring that equality is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.

It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

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The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of Judo, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

### **6. Referral of Support**

Any concerns should be brought to the attention of the welfare officer and or a coach first they will decide to what action to take. The BJA procedures will be followed see Safeguarding and Child protection policy for more details or Safelandings.

### **7. Newent Judo Dress Code**

When on the Judo mat players are expected to wear:

- Judo Gi (jacket and trousers)
- White top (Girls)
- Anyone with long hair should have it tied up
- All jewellery should be removed
- Shoes should be worn when not on the mat
- Finger and toe nails should be short