

KIXX Procedures

Procedure Number: KIXX-P010

Sports Equity and Codes of Conduct Procedure

Author:..... Date:.....

Checked:..... Date:.....

KIXX Martial Arts – SPORTS EQUITY POLICY

Policy Statement.

KIXX Martial Arts is committed to the principles of equality of opportunity. The Gym aims to ensure that all people, irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in martial arts and fitness at all levels and in all roles.

Sport England's definition of Sports Equity:

Sports equity is about fairness in sport and opening up sport to all members of the community. It is about making sport accessible to anyone who wants to become involved, whether as a player, administrator, official or coach. It is also about recognising inequalities and taking steps to address them so that the culture in sport is inclusive.

Therefore **KIXX Martial Arts** shall, where possible:

- 1) Ensure that there will be open and equal access to all of its activities.
- 2) Communicate the policy statement to all members so that they act in accordance with and promote the spirit and intentions of this policy.
- 3) Eliminate prejudice against any group by removing barriers.
- 4) Deal with any incident of discriminatory behaviour seriously, according to club disciplinary procedures.
- 5) Monitor and evaluate policy, practice, procedures and operations.
- 6) Where possible, modify any existing rules and regulations that may inhibit the inclusion of any group provided this does not result in the deterioration of equality required by KIXX Martial Arts.

Please Note: To date...

- 1) The **KIXX Martial Arts Gym** building does not cater for wheel chair access or people with certain physical disabilities.
- 2) **KIXX Martial Arts Gym** do not have people qualified to cater for people with certain special needs (with appropriate support each person may be reviewed individually).

Signed on behalf of **KIXX Martial Arts ...**

Signature:

Print Name:

Position in KIXX Martial Arts:

Date:

KIXX Martial Arts

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CODE OF CONDUCT FOR KIXX GYM COACHES, INSTRUCTORS AND VOLUNTEERS

KIXX Martial Arts and Fitness Gym is committed to the view that everybody has a responsibility to work together – members, coaches, instructors, officials, administrators, parents and spectators. Together their attitudes and actions can ensure high standards of exercise and sporting behaviour to help emphasise fun, friendly competition and individual fulfillment.

Coaches, instructors and other sporting staff are in a position of trust and influence with children, young people and vulnerable adults, and have a duty of care to safeguard them. The role you take and how you interact with those you work with can be crucial to ensuring that they have a quality experience, with fun and enjoyment setting them up in sport for life.

In order to discharge these responsibilities you should adopt and comply with this code of conduct.

- 1) Read and sign as read the full versions for the Child Protection and Anti-Bullying Policies retained in the office at **KIXX Martial Arts Gym** There may be updates so these must be signed yearly in order to keep up to date.
- 2) Respect the rights, dignity and worth of every person and treat equally within the context of their sport.
- 3) Consider the well being and safety of the member above the development of performance.
- 4) Appreciate individuality and put the needs of the individual before the needs of the sport.
- 5) Develop an appropriate working relationship with members based on mutual trust and respect – do not exert undue influence to obtain personal benefit or reward.
- 6) Encourage and guide members to accept responsibility for their own behaviour.
- 7) Hold up-to-date nationally recognised qualifications and insurance cover, and commit to maintaining up-to-date coaching knowledge and keeping informed about the principles of children's growth and development.
- 8) Follow policies, guidelines and codes of conduct laid down by **KIXX Martial Arts**. (*Please see number 1*).
- 9) Make sure all activities are appropriate to the age, maturity, experience and ability of those taking part.
- 10) Mixed classes shall be run with consideration and with clear explanations that enable people to decline certain activities involving close proximity with others if they feel it necessary. The **KIXX** Grievance Procedure must deal with any instance involving complaints.
- 11) Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the members.
- 12) Avoid over stating the talented members – be sensitive to the less talented members who need and deserve equal time.
- 13) Be reasonable in your demands on children's and young peoples time, energy and enthusiasm – they need to have other interests.
- 14) Find out what other sporting or activity commitments your members have.
- 15) Make sure that parents have a realistic expectation for their child and are aware of their child's aspirations and goals.
- 16) Always promote the positive aspect of **KIXX Martial Arts** and never condone rule violations, aggression or the use of prohibited substances.
- 17) Do not take part in or tolerate behaviour that frightens, embarrasses or demoralises a member or that negatively affects their self-esteem.
- 18) Display consistently high standards of behaviour and appearance.
- 19) Always be the first at training or at a meeting point and the last to leave.

Revision Date: 21st April 2011

With specific reference to the KIXX Martial Arts Child Protection Policy / Procedure.

(Please see sheet 1 number 1)

- 1) Always be publicly open when working with children – ensure that whenever possible there is more than one adult present or that at least you are in sight or hearing of others.
- 2) Manual support is rarely required – if it is necessary the reasons should be clearly explained to the child, and if possible the parents / guardian / carers – be aware that any physical contact with a child or young person may be misinterpreted.
- 3) Where possible, parents should be responsible for their own child in the changing rooms.
- 4) Respect a young person's right to personal privacy – encourage them to feel comfortable and caring enough to point out attitudes or behaviour that they do not like.
- 5) Remember that someone else might misinterpret your actions, no matter how well intentioned.
- 6) Recognise that special caution is required when you are discussing sensitive issues with children and young people.
- 7) Challenge unacceptable behaviour and report all allegations/suspicions of harassment and abuse.
- 8) Do not spend time alone with children away from others or take children alone on car journeys (however short) or take children to your home where they will be alone with you.

You should never...

- 1) Engage in rough, physical or sexually provocative games, including horseplay.
- 2) Allow or engage in any inappropriate physical or verbal contact with children or young people.
- 3) Allow children to use inappropriate language unchallenged.
- 4) Make sexually suggestive comments to a child, even in fun.
- 5) Allow allegations of a child to go unchallenged, unrecorded or not acted upon.
- 6) Do things of a personal nature for children.
- 7) Invite or allow children to stay with you at your home unsupervised.
- 8) Allow bullying or bad behaviour by children.
- 9) Allow yourself to be drawn into inappropriate attention seeking behaviour/make suggestive or derogatory remarks or gestures in front of children or young people.
- 10) Jump to conclusions without checking facts.
- 11) Either exaggerate or trivialise child abuse issues.
- 12) Show favouritism to any individual.
- 13) Believe that 'it couldn't happen to me'.

The Good Parent's Code of Conduct:

The Coaches and Instructors of Martial Arts at KIXX Martial Arts fully acknowledge that parents are an integral part of the partnership, which ensures that young players enjoy their involvement in the sport and experience an environment in which they can flourish.

Parents are encouraged to...

- Be familiar with the coaching and training programme in order that they can ensure that their child is fully involved and the Coaches are aware of their availability.
- Be familiar with the teaching and coaching methods used by observing the sessions in which your child participates.
- Be aware that the Club has a duty of care and therefore, where appropriate, assist Coaches with the supervision of the young players, particularly where numbers are large and there is a need to transport youngsters to away games.
- Be involved with Club activities and share your expertise.

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- Share concerns, if you have them, with Club Officials.
- Be familiar with the 'Good Coaches Code' in particular;
 - * Coaches should recognise the importance of fun and enjoyment when coaching young players
 - * Coaches should keep winning and losing in perspective, encouraging young players to behave with dignity in all circumstances.

It is important that parents support Coaches in instilling these virtues.

Parents should...

- Remember that young people play sports for their own enjoyment, not that' of their parents.
- Encourage young people to play - do not force them.
- Focus on the young players' efforts rather than winning or losing.
- Be realistic about the young players' ability; do not push them towards a level that they are not capable of achieving.
- Provide positive verbal feedback both in training and during the game.
- Remember that persistent, negative messages will adversely affect the players' and referee's performance and attitude.
- Always support the club in their efforts to eradicate loud, coarse and abusive behaviour from the sport.
- Remember young people learn much by example.
- Always show appreciation of good play by all young players, both from your own club and the opposition.
- Respect decisions made by officials and encourage the young players to do likewise.