



BRITISH JUDO
PERFORMANCE
PROGRAMME- CODE OF
CONDUCT AND
AGREEMENT

Version: 1.0

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Introduction & Purpose:

We are fully committed to promote Judo in Great Britain. As such, this resource will underpin the Value 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 WCPP Fighter Disciplinary Policy, or British Judo Employee Disciplinary policy and procedure.

The purpose of this agreement is for each team member to commit to the behaviours we believe represent the way we wish to work WITH each other, FOR each other; most importantly to offer the best experience to all of our team through their Judo lifecycle, and to ensure we protect the perception of our wonderful sport.

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 this these are represented in the **GB Judo Way** with the following Value Statements and Behaviours for our World Class Performance Programme:

<ul style="list-style-type: none"> • We role model the GB Judo Way, wherever we go to whomever we meet. • I seek out the best practices, and leave everything on the mat. • We are 100% committed to the aims of British Judo, and to the attainment of our own individual goals. 	<ul style="list-style-type: none"> • We seek the best solutions to help progress performance - aligned to programme and individual goals. • I have integrity- I do what I say I am going to do. 	<p>BEST WE CAN BE</p>
<ul style="list-style-type: none"> • With role clarity, we work together to share goals, problems and find collective solutions so that when the time comes you share success and celebrate achievements. • We listen well, to better understand and respect, others opinions and ideas. • We continually ask "what do you require from me" 	<ul style="list-style-type: none"> • We share what we intend to do. • We are supportive, constructive and encouraging in our feedback to enable others to improve. We are grateful for feedback and ideas. • We treat people with respect independent of their status or disagreement with us. 	<p>FIND A WAY TOGETHER</p>
<ul style="list-style-type: none"> • I am hard to beat and never give in. • As a fighter, I fight with belief and mindset that it is inevitable that I will perform. As a coach or staff member I work with the same inevitable belief and mindset. • I consistently step up to the challenge in front of me and embrace every opportunity, no matter how hard. 	<ul style="list-style-type: none"> • I consistently make progress against goals or tasks and search for best solutions to succeed. I am focussed on the end goal • I never doubt in our ability or commitment to see a goal or task through to completion • I am relentless in our pursuit to progress. 	<p>WILL TO WIN</p>
<ul style="list-style-type: none"> • We are, and always will be, GB Judo. How we operate and excel now, will allow future generations of GB fighters to thrive. We are the role models to fighters we don't even know yet. • We respect the journey that each fighter, coach and staff member has been on. 	<ul style="list-style-type: none"> • We respect and value, the input and growth that has been given to each fighter and coach at every level of the pathway, and understand our commitment to adding value to this journey. • I commit to excel in training- not just for myself but for others too. We will become the best together. 	<p>GOT EACH OTHERS BACK</p>
<ul style="list-style-type: none"> • We show up everyday in a positive frame of mind and energise people around us to continually give their best. • We are always approachable. We provide positive encouragement, celebrate success and enjoy that success with each other, as a team. 	<ul style="list-style-type: none"> • We engage in conversations positively. Listening attentively to others ideas and opinions • We care about others and always check that they are ok. • We wear our GB team kit at every opportunity, with pride. 	<p>GOOD VIBES</p>

I, _____ (Team member name in BLOCK CAPITALS), by signing this agreement confirm that I:

- Have a current BJA license.
- Understand the **GB Judo Way** behaviours and will ensure my actions reflect this, to ensure I can optimise my performance and to safeguard the wellbeing of myself and the team.
- Have read, understood and will comply with the following supporting policies (circulated with this document):
 - [British Judo Performance Programme Media Policy](#).
 - [British Judo Performance Programme Unacceptable Behaviour Policy](#)
 - [British Judo Performance Programme Fighter Grievance Policy](#) or Employee Policy.
 - [British Judo Conduct and Complaints Policy](#)
 - [British Judo WCPP Fighter Disciplinary](#) or Employee Disciplinary, as relevant to your status.
 - [British Judo Performance Programme Alcohol policy](#)
 - [British Judo Performance Programme Anti-Doping Statement](#)
 - [British Judo Performance Programme Nutrition Statement](#)
 - [British Judo Performance Programme Important Information](#)
- Will read any communication circulated by the BJA. For example, but not restricted to, selection policies, GB Memos, emails from Performance staff.
- Strive to maintain the philosophies and traditions of Judo, comply with the rules and bylaws of the BJA and abide by the spirit and rules of Judo.
- Will comply with all World Anti-Doping Agency (WADA), UK Anti-Doping (UKAD) and BJA Anti-Doping rules, regulations, and procedures. This includes completing all education requests by these agencies, sharing any intelligence I have on Anti-Doping matters and cooperating fully with any World Anti-Doping Code compliant anti-doping investigations or proceedings.
- Agree to the BJA using my name and image in promotional materials, marketing, advertising and merchandising, during my involvement in the Performance Programme, without charge. Further, I agree to the use of my name and image in a factual context, following the end of my involvement in the Performance Programme.
- Agree to wear any GB Kit which I have been provided with, when representing Great Britain.
- Agree to provide information and/or documentation to support the monitoring of my personal plan in the pursuit of my Judo goals.
- Agree to inform the Performance Leadership Team immediately both verbally and in writing of any changes to my personal circumstances that might affect my participation in the Performance Programme and/or in the sport of Judo itself.

I understand that failure to adhere and comply in full to any part of this document could lead to disciplinary action through the Disciplinary policy, and may result in my immediate removal from the Performance programme, and all benefits associated with it - including the withdrawal of any personal funding I may receive.

It is strongly recommended that ALL British squad fighters have medical insurance. This is your responsibility, unless informed otherwise.

Name: _____ (Block Capitals) Fighter/Coach/Staff (Circle appropriate)

Signature: _____

Date: _____

If Under 18, this agreement must be countersigned by their Parent/Guardian:

I _____ (Parent/Guardian Name), confirm that both I, and the person named above, have read, understood and agree to the BJA Code and Conduct, and agreement. I also consent to my child submitting to doping control procedures as required. I agree to notify the BJA of any relevant changes in my child's circumstances. I confirm that my child is not under a court order.

Parent/Guardian Signature: _____ Parent/Guardian Name: _____
Date: _____

Monitor and Review

This Policy will be monitored by the Performance Director and kept under review with a major review every three years.

Any suggestions and feedback, please email the Head of Performance Operations:
Karen.roberts@britishjudo.org.uk.

Associated Documents, Policies and Procedures

Documents, policies and procedures associated with this Policy are:

- British Judo Performance Programme Code of Conduct
- 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 Performance Programme Important information
- British Judo Conduct and Complaints Policy
- British Judo Employee Handbook- and associated policies
- EIS Employee Handbook

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