BRITISH JUDO ASSOCIATION
CODES OF CONDUCT AND ETHICS FOR COACHES

Responsibilities of a coach include ensuring the welfare of their players and upholding the BJA values detailed below. In order to do help coaches in doing this, the BJA requires all coaches to understand and abide by the BJA Code of Conduct Members and Connected Participants January 2023, accessed on BJA website.

British Judo Policies and Guidelines
British Judo Performance Programme - Code of Conduct and Agreement

BJA Values

Respect: The appreciation of others (and self-respect is appreciation of yourself)
Modesty: We operate without ego in our actions and thoughts. Being modest is the opposite of being arrogant
Friendship: Being a good companion and friend is something that will stand you in good stead all your life
Courage: We face difficulties with bravery. Everyone has their own difficulties and being courageous is different for each judoka
Courtesy: To be kind, polite and to give generously without expecting anything in return
Honour: To do what is right and stand by your principles and be someone who acts nobly and correctly
Honesty: We do things that are morally correct and act truthfully
Self-Control: We understand our emotions even in difficult situations or when there are conflicts with our desires

All coaches must comply with the rules and Byelaws of the BJA.

- Exercise:
  - Self-control.
  - Responsible behaviour.
  - Consideration of others.
  - Courtesy.
  - Good manners.
- Understand that the objective of a judo session is to enhance and promote learning and direct all efforts to this purpose.
- Refrain from permitting the introduction to the body of any banned substance or material, by whichever route, with the object of artificially improving performance before or during competition.
- Comply with the rules, regulations and procedures relating to doping control.
- Comply with the laws and regulations currently in force when in Great Britain and abroad.
- Comply with the BJA's Safeguarding policies and procedures and the Association's policy of equality regardless of gender, age, race, disability, sexual orientation, marital status.
- Refrain from any act or omission that would be detrimental to Great Britain, the BJA, the IJF, the EJU or any fellow athlete.

BJA Code of Ethics for Coaches

Even though the standards focus on and describe work functions, they are based on several 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 BJA and it is incorporated in its entirety into this guide.

BJA Code of Conduct for Coaches

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 BJA, in assenting to this Code, accept their responsibilities to performers, colleagues, the BJA and to society. In pursuit of these principles, judo coaches subscribe to standards in the following areas:

1. Issues of Responsibility.
2. Issues of Competence.

The 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 BJA's coaching licence and guidelines.

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 and the BJA values.

Humanity

- 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, age, ethnic origin, religion, or political persuasion.

People in this document are referred to as players. We include all parties in this including children who have full rights under all BJA safeguarding and equality policies and procedures.

Relationships

- The good judo coach will be concerned primarily with the wellbeing, health, and future of the individual player and only secondarily with the optimisation of performance.
- A key element in a coaching relationship is the development of independence. Players must be encouraged to accept responsibility for their own behaviour and performance in training, competition, and their social life.
- Judo coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their players. This is particularly important when the coach and player are of the opposite sex and/or when a player is a young person. The coach must realise that certain situations or friendly actions could be misinterpreted, not only by the player, but by outsiders motivated by jealousy, dislike, or mistrust, and could lead to allegations of sexual misconduct or impropriety.
- The relationship between judo coach and player relies heavily on mutual trust and respect. In detail, this means that the player should be made aware of the coach's qualifications and experience and must be given the opportunity to consent or to decline proposals for training and performance.

Commitment

- Judo coaches should clarify in advance with players and/or employers the number of sessions, fees (if any) and method of payment. They should also explore with players and/or employers the expectation of the outcome of coaching.
- Judo coaches have a responsibility to declare to their players 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.
- Judo coaches who become aware of a conflict between their obligation to their players 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.

Unity/Cooperation

- Judo coaches should communicate and cooperate with other sports and allied professions in the best interests of their players. An example of such contact would be the seeking of educational and career advice/counselling for young players whose training impinges upon the performance of their studies.
- Judo coaches must communicate and cooperate with registered medical and ancillary practitioners in the diagnosis, treatment, and management of their players medical and psychological problems.

Advertising

- Advertising by judo coaches in respect of qualifications and/or services shall be accurate and professionally restrained.
- Judo coaches shall not display any affiliation with an organisation in a manner that falsely implies sponsorship or accreditation by that organisation.

Integrity

- 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 BJA (or the appropriate Governing Body).
- Judo coaches must not encourage players to violate the rules of their sport and should actively discourage such action. Furthermore, coaches should encourage players to obey the spirit of such rules.
- Judo coaches must not compromise their players by advocating measures which 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.
- Judo coaches must treat opponents and officials with due respect both in victory and defeat and should encourage their players to act in a similar manner.
- Judo coaches must accept responsibility for the conduct of their players insofar as they will undertake to discourage inappropriate behaviour.

Confidentiality

- Judo coaches inevitably gather a great deal of personal information about players during a working relationship. Coach and player must reach agreement as to what is to be regarded as confidential information, i.e.: not divulged to a third party without the express approval of the player.
- Confidentiality does not preclude the disclosure of information to person who can be judged to have a 'right to know', relating to players when relevant to the following:
    - Evaluation of the player within the sport for competitive selection purposes.
    - Recommendations concerning players for professional purposes.
    - Pursuit of disciplinary action involving players within the sport; and
    - Pursuit of disciplinary action by the BJA involving fellow coaches in alleged breaches of this Code of Ethics.

Abuse of Privilege

- The judo coach is privileged, on occasion, to have contact with players and to travel and reside with players while coaching and competitive practice. A coach must not attempt to exert undue influence over the player to obtain personal benefit or reward.

Positions of Trust

- The power and influence of an older colleague (where an u18/u16 in Scotland has taken on a leadership role), or member of staff, has over someone attending a group activity cannot be underestimated. If there is an additional competitive aspect to the activity and the older person is responsible for the young person's success or failure to some extent, then the dependency of the younger member upon the older will be increased. It is therefore vital for volunteers to recognise the responsibility they must exercise in ensuring that they do not abuse their position of trust. Genuine relationships do occur between different levels of volunteers and participants in a group. However, no intimate relationship should begin whilst the member of staff or volunteer is in a position of trust over them. The BJA acknowledges that intimate relationships between teenagers take place and often no harm comes from them. However, it is also acknowledged that children and young people who suffer abuse often do so at the hands of other children or young people. It must be understood that the notion of 'relationships of trust' applies as much to young people who have taken on a leadership role as it does to adults involved in judo.
- Please note young people aged 16 to 18 can legally consent to some types of sexual activity, however, in some provisions of legislation (under the Children's Act 1989 or Home Nation equivalent) they are classified as children. There is no simple definition of a vulnerable adult but again the position of trust and the vulnerability of adults must not be abused. The principles and guidance apply irrespective of sexual orientation. Neither homosexual or heterosexual relationships are acceptable in a position of trust.

A Position of Trust

- A relationship of trust can be described as one in which one party is in a position of power or influence over another by virtue of their position. A genuine relationship can start between two people within a relationship (position) of trust, but the relationship of trust must end before any sexual relationship develops.

Abuse of Trust and sexual or other abuse

- Any sexual activity, which is not freely consenting, is criminal. The sexual activity covered by abuse of trust may be ostensibly consensual but rendered unacceptable because of the relative power positions of the parties concerned.

Code on Abuse of Trust

- The Code of Conduct on sexual activity between individuals in a relationship of trust aims to:
    - Protect a young person or vulnerable adult from an unequal and potentially damaging relationship.
    - Protect the person in a position of trust by preventing them from entering such a relationship deliberately or accidentally by providing clear and enforceable guidance on what behaviour is acceptable.

British Judo Code on abuse of trust

- Any behaviour, which might allow a sexual relationship to develop between the person in a

position of trust and the individual or individuals in their care, must be avoided.
- Any sexual relationship within a relationship of trust is unacceptable so long as the relationship of trust continues.
- All those in an organisation have a duty to raise concerns about behaviour by coaches, staff, volunteers, managers, and others, which may be harmful to those in their care, without prejudice to their own position.
- Allegations relating to a breach of the code on trust will be investigated according to the BJA Case Management Group complaints and disciplinary procedures. If anyone (paid or unpaid) holding a position of authority or trust engages in an intimate or inappropriate relationship with a young person it is a breach of the BJA Code on abuse of trust and as such will result in disciplinary action.

Personal Standards

- The judo coach must consistently display high personal standards and project a favourable image of their sport and coaching to players, other coaches, officials, spectators, the media and the general public. Any behaviour within or outside judo that could bring the sport into disrepute may lead to disciplinary action.
- 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.
- The judo coach should never smoke when coaching.
- Coaches should not drink alcohol so soon before coaching that the smell will still be on their breath when working with players.
- The wearing of shorts, flip flops and casual wear is not conductive to the professional appearance of BJA national events that the BJA is working to achieve and therefore a formal dress code is required for coaches coaching mat side at national events, with the following options:
    - Option 1: Club tracksuit and polo shirt (preferably white);
    - Option 2: Trousers (dark colour, no jeans) and collared or polo shirt.

Safety

- Judo coaches have a responsibility to ensure the safety of the players with whom they work as far as possible within the limit of their control.
- All reasonable steps should be taken to establish a safe working environment.
- The work done and the way it is done should be in keeping with regular and approved practice within that sport.
- The activity being undertaken should be suitable for the age, experience, and ability of the players.
- The players should have been systematically prepared for the activity being undertaken and made aware of their personal responsibilities in terms of safety.

ISSUES OF COMPETENCE

- To remain licensed to coach and be covered by insurance, all BJA coaches, regardless of the duration of the revalidation period for the license must:
    - Renew their BJA membership annually BJA Membership or Home Nation membership;
    - Provide updated DBS (or Home Nation equivalent, i.e.: in Scotland PVG) Certificate every 3 years Enhanced Disclosure and Barring Service Check
    - Every 3 years complete Safeguarding and Protecting Children in Sport (or Home Nation equivalent), alternating between face to face and online every 3 years. Safeguarding and Protecting Children in Sport Course or Home Nation equivalent.
    - Renew their First Aid Certificate every 3 years online training available every alternate 3 year period. Contact BJA Technical and Education Team for details.
    - Contact the BJA Technical and Education Team for revalidation requirements for

Levels 1 to 3 coaching.

Please Note: Should any of the above not be in place, the individual's licence to coach could be suspended and insurance cover through British Judo withdrawn.

- Judo coaches shall confine themselves to practice in those fields of sport for which they have been trained and/or educated and which are recognised by the BJA to be valid. Valid areas of expertise are those directly concerned with Judo coaching. Training includes the accumulation of knowledge and skills through both formal coach education courses and experience at a level of competence acceptable for independent coaching practice.
- Judo coaches must be able to recognise and accept when to refer players 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 player.
- Judo coaches should regularly seek ways of increasing their professional development and self-awareness.
- Judo coaches should welcome evaluation of their work by colleagues and be able to account to players, employers, governing bodies, and colleagues for their actions.
- Judo coaches have a responsibility to themselves and their players 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.

Conduct and Complaints Procedure

For information on the Conduct and Complaints procedures in relation to any complaint that may be made against a BJA coach please refer to British Judo's Conduct and Complaints Policy BJA Conduct & Complaints Policy **currently being reviewed**

Some clubs may wish to issue their code of conduct to players and parents or guardians and have them sign this as part of their joining the club. Initial steps should always be taken to try and resolve issues in appropriate circumstances, but all safeguarding concerns must be recorded whether they are dealt with at club level, referred to the BJA Safeguarding Manager, an outside agency, or the Police. It is recommended that the case reporting form included in this policy is used for this purpose so that all information is obtained in the first instance, and it remains consistent across all clubs and with central records.

Please refer to BJA's threshold guidance for levels of concern (based on CPSU threshold guidance).