



UKBJJA Code of Conduct

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Code of Conduct for Clubs

1. Duty of Care

- a. The owner of a club has the highest Duty of Care not just to your members but also to anyone you employ and to others who may be in the gym/club or competition area. It is your responsibility to ensure that all coaches are aware of their responsibilities in this regard (as outlined in the section for coaches) and that they are both suitably qualified in the art to effectively teach, have current safeguarding and first aid training as well as having the appropriate criminal records checks carried out (DBS, PVG, Access NI) to ensure they are a fit and proper person to be conducting classes at your premises. Similarly individual members should also be made aware of the expectations for them outlined in the Code for individual members.

2. The Health, Safety and Welfare of Participants

- a. The prudent and caring club owner must always be concerned about the safety and well-being of the participants. The following good practice is recommended:
 - i. Provide a safe environment at all times, ensuring that apparatus and matting are clean, adequate for the size of the class and left in a fit state for future use. A maximum class size based on the matted area you have available should be established and rigidly stuck to. All relevant legislation must be strictly adhered to and all appropriate risk assessments carried out and regularly reviewed..
 - ii. Ensure members have completed a yearly medical questionnaire so that you are aware of any issues that may arise during training. Ensure that students know to alert you in the event of a new condition arising or if they are suffering from an injury which could be made worse by participating in certain activities
 - iii. For junior classes or vulnerable adults you should supervise the dispersal and collection of participants to ensure their safety. A detailed Safeguarding Policy has been developed which contains guidance for clubs and coaches. The policy is on the UKBJJA website and it is recommended that both you and all coaches at your club familiarise themselves with the contents. Every club should have both their own safeguarding policy (ours may be adapted for this purpose) and a named Safeguarding officer who can be contacted in the event of any concerns.

3. Equality and Humanity

- a. The club must respect the rights and choices of all human beings, treating everyone equally and sensitively regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation. In some cases the need for equality may require unequal effort to ensure that the principle of equality is achieved. For example, a student who has a physical disability may require adaptations (or alternatives) to be made to the techniques taught in the class to enable them to fully engage with the session. It is expected that all clubs will abide the UKBJJA's Equality Policy in order that those who wish to participate will have an equal opportunity to do so.

4. Disability Discrimination Act

- a. The Disability Discrimination Act 1995 makes unlawful any discrimination on the grounds of a person's disability. Disability is defined as a physical or mental impairment, which has an effect on ability to carry out normal day-to-day activities. Some people have a disability where adaptations may be required before they are able to take part in training Brazilian Jiu Jitsu. The club owner should also be aware if participants have long-term medical conditions such as epilepsy, diabetes or asthma. As a club owner you should ensure coaches are aware of any participants' specific needs; what they can do as well as what they cannot do and the barriers they face to participation. There are certain medical conditions that may inhibit participation; club owners and coaches are advised to seek professional advice (from student's doctor/ consultant in first instance as well as specialized sports bodies) before attempting to devise a training programme in these circumstances. It is advised that individual risk assessments are put in place for all the above circumstances.

5. Relationships

- a. The ultimate responsibility for relationships within the club lies with the club owner. They should ensure that for themselves and all coaches that at all times: -
 - i. the relationship between participant and coach should always be based upon mutual trust and respect and this position of trust must not be abused;
 - ii. refraining from contact with any young person through social networking sites if they hold a position of trust and/or responsibility in respect of the individual;
 - iii. the safety, well-being and protection of all individuals in their charge, ensuring that all training and playing demands are not detrimental to the social, emotional, intellectual and physical needs of the individual;
 - iv. encouraging independence through guiding athletes to accept responsibility for their own behaviour and performance within training and competition;
 - v. ensuring their behaviour is not misconstrued or open to allegations of favouritism, misconduct or impropriety, particularly where physical contact between coach and performer is necessary within coaching practice;
 - vi. ensuring performers and relevant people are aware of the qualifications and experience of all coaches, respecting the rights of athletes to choose to consent or decline to participate within coaching or competition situations;
 - vii. refraining from public criticism of other clubs, coaches, or competition officials – the definition of public in this instance means criticism expressed in any branch of the media (including social media) or in lectures or seminars.

- viii. That the club has clear, published guidelines on what to do if a member feels any of the above have been violated by any individual associated with the club.

6. Confidentiality

- a. The club owner must reach agreement with any members about what is to be regarded as confidential information. All information held by clubs must be held in accordance with the General Data Protection Regulation (GDPR) Confidentiality does not preclude disclosure of information to persons who can be judged to have a right to know. For example:
 - i. in matters of disciplinary within the sport;
 - ii. in matters of disciplinary action by a sports organisation against one of its members;
 - iii. legal and medical requirements;
 - iv. recommendations to parents/family where the health and safety of athletes might be at risk;
 - v. In pursuit of action to protect children and young persons from abuse.

7. Integrity

The good UKBJJA Club:

- a. abides by the Rules of Brazilian Jiu Jitsu as dictated by the relevant bodies for the setting;
- b. follows fair play and ethical guidelines;
- c. ensures all practices are suitable and relevant dependent upon the age, maturity, experience and ability of athletes;
- d. promotes the prevention and education of the misuse of performance enhancing drugs and illegal substances;
- e. accurately presents evidence, upon request, details of their coaches training qualifications and service;
- f. Clubs claiming an affiliation, sponsorship or accreditation with any organisation should do so in a truthful and accurate manner;
- g. Ensure all coaches employed must declare any criminal convictions and should be in possession of a DBS/PVG/Access NI check.

Code of Conduct for Coaches

1. Duty of Care

- Anyone in coaching owes a Duty of Care to those being coached and to others who may be in the gym/club or competition area. As a coach, you will be expected to behave as a 'reasonable' coach in line with your level of knowledge and experience. Therefore, as a trained coach, you have a higher duty of care than someone without any skills and experience in coaching. A general duty of care is owed to the participants to exercise reasonable care for their safety both in training and competition. The duty of care will also involve the prudent coach in:
 - i. Provision of a safe coaching environment
 - ii. Ensure as far as possible the safety of athletes with whom they work exercising reasonable care at all times
 - iii. All activities undertaken are suitable for the experience and ability of the athletes and in keeping with the approved practices of the UKBJJA
 - iv. Provision of suitable first aid support
 - v. Compliance with the child protection and welfare policy and procedures. All coaches must show evidence of a current DBS/PVG/Access NI check and have up to date training in child protection by a Sport UK registered provider

2. The Health, Safety and Welfare of Participants

- The prudent and caring coach must always be concerned about the safety and well-being of the participants. The following good practice is recommended:
 - i. Provide a safe environment at all times, ensuring that apparatus and matting are clean, adequate for the size of the class and left in a fit state for future use. A maximum class size based on the matted area you have available should be established and rigidly stuck to. All relevant legislation must be strictly adhered to.
 - ii. Ensure members have completed a yearly medical questionnaire so that you are aware of any issues that may arise during training. Ensure that students know to alert you in the event of a new condition arising or if they are suffering from an injury which could be made worse by participating in certain activities
 - iii. Ensure that an effective warm-up and cool down takes place in each session to reduce risk of injury
 - iv. For junior classes or vulnerable adults you should supervise the dispersal and collection of participants to ensure their safety. A detailed Safeguarding Policy has been developed which contains guidance for clubs and coaches. The policy is on the [UKBJJA website](#) and it is recommended that all coaches familiarise themselves with the contents.

3. Equality and Humanity

- The coach must respect the rights and choices of all human beings, treating everyone equally and sensitively regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation. In some cases the need for equality may require unequal effort to ensure that the principle of equality is achieved. For example, a student who has a physical disability may require adaptations (or alternatives) to be made to the techniques taught in the class to enable them to fully engage with the session. It is expected that all coaches will abide the UKBJJA's Equality Policy in order that those who wish to participate will have an equal opportunity to do so.

- Disability Discrimination Act
 - i. The Disability Discrimination Act 1995 makes unlawful any discrimination on the grounds of a person's disability. Disability is defined as a physical or mental impairment, which has an effect on ability to carry out normal day-to-day activities. Some people have a disability where adaptations may be required before they are able to take part in training Brazilian Jiu Jitsu. The coach should also be aware if participants have long-term medical conditions such as epilepsy, diabetes or asthma. As a coach you should consider the participants' specific needs; what they can do as well as what they cannot do and the barriers they face to participation. There are certain medical conditions that may inhibit participation; coaches are advised to seek professional advice (from student's doctor/ consultant in first instance as well as specialized sports bodies) before attempting to devise a training programme.
- 4. Relationships
 - The good UKBJJA Coach is concerned with:
 - i. the relationship between participant and coach should always be based upon mutual trust and respect and this position of trust must not be abused;
 - ii. refraining from contact with any young person through social networking sites if they hold a position of trust and/or responsibility in respect of the individual;
 - iii. the safety, well-being and protection of all individuals in their charge, ensuring that all training and playing demands are not detrimental to the social, emotional, intellectual and physical needs of the individual;
 - iv. encouraging independence through guiding athletes to accept responsibility for their own behaviour and performance within training and competition;
 - v. ensuring their behaviour is not misconstrued or open to allegations of favouritism, misconduct or impropriety, particularly where physical contact between coach and performer is necessary within coaching practice;
 - vi. ensuring performers and relevant people are aware of their qualifications and experience, respecting the rights of athletes to choose to consent or decline to participate within coaching or competition situations;
 - vii. refraining from public criticism of other coaches, or competition officials – the definition of public in this instance means criticism expressed in any branch of the media (including social media) or in lectures or seminars.
- 5. Confidentiality The coach and athlete must reach agreement about what is to be regarded as confidential information. All information held by coaches must be held in accordance with the General Data Protection Regulation ([GDPR](#)) Confidentiality does not preclude disclosure of information to persons who can be judged to have a right to know. For example:
 - in matters of disciplinary within the sport;
 - in matters of disciplinary action by a sports organisation against one of its members;
 - legal and medical requirements;
 - recommendations to parents/family where the health and safety of athletes might be at risk;
 - in pursuit of action to protect children and young persons from abuse.
- 6. Personal Standards
 - UKBJJA Coaches within the coaching/competition environment must not attempt to exert undue influences and pressures in order to obtain personal benefit or reward. Coaches must display high personal standards that project a favourable image for Brazilian Jiu Jitsu including:
 - i. upholding the standards of good coaching etiquette;

- ii. coaches should not indulge in alcohol or any other substance which would cause impairment prior to coaching or cornering at a competition as this would put the safety of athletes at risk
- iii. Use of appropriate language and other behaviour befitting the Coach both during coaching in a club setting, seminar or at a competition.

7. Integrity

- The good UKBJJA Coach:
 - i. abides by the Rules of Brazilian Jiu Jitsu as dictated by the relevant bodies for the setting;
 - ii. follows fair play and ethical guidelines;
 - iii. ensures all practices are suitable and relevant dependent upon the age, maturity, experience and ability of athletes;
 - iv. promotes the prevention and education of the misuse of performance enhancing drugs and illegal substances;
 - v. accurately presents evidence, upon request, details of their training qualifications and service;
 - vi. coaches claiming an affiliation, sponsorship or accreditation with any organisation should do so in a truthful and accurate manner;
 - vii. all coaches must declare any criminal convictions and should be in possession of a DBS/PVG/Access NI check.

Code of Conduct for Individual Members

1. Duty of Care.

- a. Any athlete participating in Brazilian Jiu Jitsu has a duty of care to themselves, their training partners and opponents in a competition setting.
 - i. You should ensure that your coach has details of any medical condition (including injuries) you currently have as well as any information on how that may affect your participation in classes or competitions. Your coach may need to contact your doctor in certain circumstances to allow them to better support your training in a safe manner.
 - ii. You should ensure that you notify your coach immediately in the event that you develop any infectious condition and isolate from the gym until said condition is confirmed by a medical practitioner to be no longer contagious.
 - iii. You should ensure that all training kit is clean and in a good state of repair for every session. You should maintain a good level of personal hygiene, ensuring finger and toenails are neatly trimmed, long hair is tied back and piercings and personal jewellery are removed.
 - iv. In a competition setting you should never seek to intentionally injure an opponent. As with all combat sports injuries to happen but to seek to deliberately harm an opponent is against the spirit of competition and will be met with severe consequences.
 - v. If you have concerns about the welfare or actions of a fellow member of the club (especially children) you must alert your coach immediately. In the event your concerns are regarding the coach you should reach out to the head of your organisation or to the UKBJJA depending on the nature of the concern.

2. Respect.

- Any athlete participating in Brazilian Jiu Jitsu should show respect to all other participants and to the image of the sport as a whole.
 - i. Bullying / harassment of any form will not be tolerated under any circumstance. Anyone found to be participating in such behaviours would be subject to disciplinary measures from their club and possibly depending on the severity of the incident by the UKBJJA.
 - ii. Illegal behaviour. Athletes should operate within the law at all times. The media love identifying people as “martial artists” who are involved in various crimes. Members who are involved in crimes of a violent or sexual nature should expect strong action to be taken by the UKBJJA with regards their continued participation in the sport.
 - iii. Doping. The UKBJJA is signed up to the principles of UKADA. Athletes can be tested at any sanctioned event and doping bans imposed on anyone breaching UKADA regulations. As the UKADA is a member of WADA any ban enforced is world wide and will apply for all regulated sports.
 - iv. Tournament etiquette. Ensure you are fully aware of the rules for the event you are competing in. Accept the decisions of the match officials without question or complaint, respecting them and your opponent at all times. Any dispute over a decision should be raised to the head referee by your coach in the method outlined in the rules for the competition as long as it meets the criteria for when such a review should occur.

Code of Conduct for parents/carers

1. Always alert your clubs instructor to any changes in the medical circumstances of your child prior to their next training session at the club.
2. Make sure you are aware of the correct people to contact at the club if you have concerns about a child's welfare.
3. Teach your child to treat everyone equally and sensitively regardless of their gender, ethnic origin or cultural background.
4. Do not force an unwilling child to take part in Brazilian Jiu Jitsu.
5. Encourage your child always to play by rules and to respect match officials.
6. Young people are involved in organised sport for their enjoyment – not yours.
7. Never ridicule or shout at any child for making a mistake or losing a match.
8. Teach your child that effort is as important as victory, so that the result of each match is accepted without undue disappointment.
9. Support all efforts to remove verbal, physical and racist abuse from Brazilian Jiu Jitsu.
10. Turn defeat into victory by helping young people towards skill improvement and good sportsmanship.
11. Remember that young people learn best by example.
12. Do not question publicly the judgement of match officials and never their honesty.
13. Recognise the value and importance of volunteer coaches and administrators – they give their time, energy and resources to provide recreational activities for your child.
14. Insist on fair and disciplined participation in the sport – do not tolerate foul play, cheating, foul, sexist or racist language.
15. As a spectator you must never enter the field of play.



Code of Conduct for Tournament Officials

- Officials must treat all participants with the appropriate respect at all times.
- Officials must be in a fit state to carry out their assigned role. They should not be under the influence of alcohol or any illegal substance. If they are taking any prescription medication they should seek medical advice as to whether this will impair their performance and if it inform the tournament director to either allocate them a role where it will not be an issue or seek a replacement official.
- Similarly, in the event an official has a medical condition or injury which may impair their performance, medical advice should be sought and the tournament director should be informed to allow them to act accordingly.
- Officials should not get into debates/arguments with competitors/coaches/spectators. Disputes over decisions should be directed to the Head Referee who will act in according to the rules of the event. Any other issues should be passed to the Tournament Director. Abuse of any official by a competitor/coach/spectator should see the offending person from the event. If the person is a UKBJJA member details should be sent of the incident to us for investigation and potential disciplinary action.
- Officials should declare any potential conflict of interest to the Tournament Director/Head Referee as soon as they are aware of it. They will decide if any action is necessary.
- Officials should ensure they are up to date with the rules of the event and, where appropriate for their role, have relevant and up to date child protection training, DBS/PVG/Access NI certificates and first aid training.

Code of Conduct for UKBJJA Officials, Board and Council Members

1. Rights – those holding positions within the UKBJJA must:
 - a. respect and support the rights of every individual to take part in Brazilian Jiu Jitsu
 - b. help create an environment of enjoyment which is free of fear, discrimination or harassment
 - c. be committed to treating all people fairly and providing equality of opportunity irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation
 - d. be discreet in the handling of any information about people engaged in Brazilian Jiu Jitsu
2. Relationships – those holding positions within the UKBJJA must:
 - a. not engage in any behaviour which constitutes any form of abuse (physical, sexual or emotional), neglect or bullying
 - b. promote the welfare of participants
 - c. take action if they have any welfare concerns about any child by following the appropriate procedures
 - d. encourage people to take responsibility for their own development
3. Responsibilities (Personal Standards) – those holding positions within the UKBJJA must:
 - a. be fair, considerate and honest in their dealings with everyone
 - b. display high standards of language and behaviour
 - c. be a positive role model for others
4. Responsibilities (Professional Standards) – those holding positions within the UKBJJA must:
 - a. follow the guidelines of the UKBJJA for all regulated activities
 - b. be Full Members of the UKBJJA (exception: unless holding the role of independent director) and therefore become covered by these codes . Independent directors on assumption of office must voluntarily agree to follow these codes.
 - c. Keep confidential all materials shared with them in their capacity as an office bearer within the UKBJJA. Information should only be made available via outlets approved by the board and then only once it has been authorized to be released.
5. Responsibilities with respect to all forms of bribery: - those holding positions within the UKBJJA must:
 - a. decline any 'facilitation' or 'grease' payments as these are bribes and illegal
 - b. use their best endeavours to ensure that the UKBJJA's agents and other intermediaries, joint ventures and consortia, contractors and suppliers do not make facilitation payments on our behalf.
 - c. decline any offer or receipt of gifts, hospitality or expenses whenever they could affect or be perceived to affect the outcome of business transactions and are not reasonable and bona fide.
 - d. not make direct or indirect contributions to political parties, organisations or individuals engaged in politics, as a way of obtaining advantage in business transactions