

## INTRODUCTION

Responsibilities of a Coach include ensuring the welfare of their members. To help Coaches in doing this, the NIJF requires all Coaches to understand and abide by the NIJF Code of Conduct and Ethics.

## NIJF CODE OF CONDUCT FOR COACHES

1. Comply with the rules and bye-laws of the NIJF.
2. Exercise
  - i. Self control*
  - ii. Responsible Behaviour*
  - iii. Consideration of others*
  - iv. Courtesy*
  - v. Good Manners*
3. Understand that the objective of a judo session is to enhance and promote learning and direct all efforts to this purpose.
4. 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.
5. Refrain from supplying, encouraging or inducing the introduction to the body of any banned substance or material, by whatever route, to perform before or during competition artificially.
6. Comply with the rules, regulations and procedures relating to doping control.
7. Comply with the laws and regulation currently in force when in Northern Ireland, Great Britain and abroad.
8. Comply with the NIJF's Safeguarding policies and procedures and the Federations policy of equality regardless of gender, age, race, disability or religion.
9. Refrain from any act or omission that would be detrimental to the NIJF, the BJA, the EJU, the IJF or any fellow athlete.

## NIJF 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 British Judo Association and it is incorporated in its entirety into 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 NIJF, in assenting to this Code, accept their responsibilities to performers, colleagues, the NIJF and society. In pursuit of these principles, Judo coaches subscribe to standards in the following areas:

1. Issues of Responsibility
2. 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.

## 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 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 members. It should be understood that we include all parties in this, including children/young people who have full rights under all NIJF safeguarding and equality policies and procedures.

### Relationships

- 1.2 The excellent Judo coach will be concerned primarily with the well being, health and future of the individual player and only secondarily with the optimisation of performance.
- 1.3 A key element in a coaching relationship is the development of independence. Members must be encouraged to accept responsibility for their behaviour and performance in training, in competition and their social life.
- 1.4 Judo coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their members. 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 social 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.
- 1.5 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 allowed to consent to or decline proposals for training and performance.

### Commitment

- 1.6 Judo coaches should clarify in advance with members and/or employers the number of sessions, fees (if any) and method of payment. They should also explore with members and/or employers the expectation of the outcome of coaching.
- 1.7 Judo coaches have a responsibility to declare to their members 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 members 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 interests of their members. An example of such contact would be the seeking of educational and career advice/counselling for young members 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 members' 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 severe disputes should be referred to the NIJF (or to the appropriate Governing Body).
- 1.14 Judo coaches must not encourage members to violate the rules of their sport and should actively seek to discourage such action. Furthermore, coaches should encourage members to obey the spirit of such regulations.
- 1.15 Judo coaches must not compromise their members by advocating measures, which could be deemed to constitute seeking to gain an unfair advantage. Above all, coaches must never support the use of prescribed drugs or other banned performance-enhancing substances.
- 1.16 Judo coaches must treat opponents and officials with due respect both in victory and defeat and should encourage their members to act similarly.
- 1.17 Judo coaches must accept responsibility for the conduct of their members insofar as they will undertake to discourage inappropriate behaviour.

## Confidentiality

- 1.18 Judo coaches inevitably gather a great deal of personal information about members in the course of a working relationship. Coach and player must reach an 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.
- 1.19 Confidentiality does not preclude the disclosure of information to persons who can be judged to have a 'right to know', relating to members when relevant to the following:
  - a) Evaluation of the player within the sport for competitive selection purposes;*
  - b) Recommendations concerning members for professional purposes;*
  - c) The pursuit of disciplinary action involving members within the sport and*
  - d) Pursuit of disciplinary action by the Northern Ireland Judo Federation 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 members and to travel and reside with members in the course of coaching and competitive practice. A Coach must not attempt to exert undue influence over the player 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 their sport and coaching - to members, other coaches, officials, spectators, the media and the general public.
- 1.22 Personal appearance is a matter of individual taste, but the Judo coach must 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 members.
- 1.25 The wearing of shorts, flip flops and other casual wear is not conducive to the professional appearance of NIJF national events that the NIJF is working to achieve and therefore a formal dress code is required for coaches coaching mat-side at national events. The dress code for mat-side coaching is as follows:

*Option A: Club tracksuit Polo shirt (preferably white)*

*Option B: Trousers (dark colour - no jeans) Collared or polo shirt*

## Safety

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

## Membership

- 1.31 All Judo coaches have the responsibility to ensure that their coaching qualifications, First Aid, Safeguarding, DBS and membership are kept up to date. It is the responsibility for every coach to ensure that their membership to the NIJF is renewed within one month after the date in which it has expired, failure to do so will invalidate any insurance cover provided and the NIJF reserve the right to suspend any coach found to be in breach.

## Gradings

- 1.32 It is the full responsibility of the coach to ensure that all gradings carried out within the club are fully recorded onto the NIJF membership platform and appropriate monies owed paid in full no later than 14 days after the grading has taken place. Failure to do so will result in the grade not being recorded in the NIJF database.

## 2. Issues of Competence

- 2.1 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 NIJF 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 my 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 members 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.
- 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 members, employers, Governing Bodies and colleagues for their actions.
- 2.5 Judo coaches have a responsibility to themselves and their members to maintain their effectiveness, resilience and abilities, and to know when their resources are so depleted as to make it necessary for them to seek help and/or to withdraw from coaching, whether temporarily or permanently.

## 3. Complaints and Conduct Procedures

- 3.1 For information on the 'Complaints and Conduct' procedures concerning any complaint that may be made against a NIJF Coach, please refer to Conduct and Complaints Policy