

Code of Conduct

For staff and volunteers

Note: where we refer to 'parents' we mean parents and carers inclusively. The term 'child' or 'children' describes anyone under the age of 18.

Our Commitment to Safeguarding:

Moonlight Warriors Martial Arts is committed to creating a safe, fun, and inclusive environment for all children and young people involved in our activities. The welfare of our students is paramount, and we expect all staff and volunteers to share this commitment and to adhere to the highest standards of safeguarding practice. This Code of Conduct is based on the principles and guidance provided by the NSPCC Child Protection in Sport Unit (CPSU), the British Martial Arts & Boxing Association (BMABA), and Sport England.

Core Principles:

As a member of staff or a volunteer at Moonlight Warriors Martial Arts, I will:

- Prioritize the well-being of all children and young people at all times.
- Treat everyone with respect and dignity, regardless of their age, gender, race, religion, disability, sexual orientation, or any other characteristic.
- Lead by example, promoting positive behaviour and attitudes.
- Recognize that safeguarding is everyone's responsibility.
- Be aware of and follow the club's safeguarding policies and procedures.
- Act in a way that builds trust and avoids any behaviour that could be misinterpreted.
- Maintain appropriate boundaries in my relationships with children and young people.
- Report any concerns or suspicions of harm or abuse immediately, following the club's reporting procedures.
- Participate in any required safeguarding training.

Specific Responsibilities and Expectations:

Creating a Safe and Positive Environment:

- I will create a positive and inclusive atmosphere where children feel safe, valued, and respected.
- I will ensure that all activities are conducted in a safe manner, taking into account the age and abilities of the participants.
- I will challenge any form of bullying, discrimination, or inappropriate behaviour.
- I will ensure that first aid provision is readily available and that I am aware of emergency procedures.
- I will be mindful of the physical and emotional well-being of all participants.

Appropriate Conduct and Boundaries:

- I will maintain professional boundaries with children and young people, avoiding any personal relationships or contact outside of club activities unless explicitly agreed upon and appropriate (e.g., a coach also being a family friend).
- I will avoid being alone with a child or young person in isolated situations unless absolutely necessary and in line with club policy (e.g., administering first aid). If one-on-one interaction is required, I will ensure it is in an open and visible area whenever possible.
- I will not engage in any form of physical contact with a child or young person unless it is appropriate to the activity (e.g., demonstrating a technique) or for their immediate safety and well-being (e.g., providing first aid), and I will always explain my actions.
- I will avoid making suggestive remarks, jokes, or using inappropriate language.
- I will not use my position of authority to groom, manipulate, or exploit a child or young person in any way.
- I will be mindful of my communication through all mediums, including online platforms, ensuring it is always professional and appropriate.

Responding to Concerns and Disclosures:

- I will listen carefully and calmly if a child or young person discloses information that causes concern.
- I will not make promises of confidentiality. I will explain that I may need to share the information with the club's Designated Safeguarding Officer (DSO) or other relevant authorities.
- I will record any concerns or disclosures accurately and factually, noting the date, time, place, and individuals involved.
- I will report any concerns or suspicions of harm, abuse, or neglect immediately to the club's Designated Safeguarding Officer (DSO) [You will need to name or describe this role/person] following the club's reporting procedures [Outline your reporting procedures here].
- I will cooperate fully with any safeguarding enquiries or investigations.

Use of Social Media and Photography:

- I will adhere to the club's policy on the use of social media and online communication with children and young people, ensuring all interactions are transparent and appropriate.
- I will only take photographs or videos of children and young people in accordance with the club's photography policy and with the necessary consent.
- I will not share images or videos of children and young people publicly without explicit permission from the parents/guardians and, where appropriate, the child themselves.
- I will be mindful of the images and content I share online that could be linked to the club or its members.

Training and Development:

- I will participate in all mandatory safeguarding training provided by the club or relevant external organizations.
- I will stay updated on best practices in safeguarding and child protection.
- I will seek advice and support from the club's Designated Safeguarding Officer (DSO) or other relevant professionals when needed.

Breaches of this Code of Conduct:

Any breach of this Code of Conduct may result in disciplinary action, up to and including suspension or termination of my role as staff or volunteer at Moonlight Warriors Martial Arts, and may also have legal consequences.

Acknowledgement:

By undertaking my role as staff or a volunteer at Moonlight Warriors Martial Arts, I confirm that I have read, understood, and agree to abide by this Code of Conduct. I am committed to upholding the safety and well-being of all children and young people within the club.