Staff Behaviour Policy / Code of Conduct

Sportkickboxing – Coach Mark Watton

1. Professional Conduct

- Always behave in a professional, respectful, and courteous manner.
- Act as a positive role model, demonstrating self-discipline, integrity, and fairness.
- Maintain appropriate boundaries with students at all times.
- Avoid any behaviour that could be misinterpreted or considered unprofessional.

2. Safeguarding and Welfare

- Prioritise the welfare, safety, and dignity of all students, especially children and vulnerable adults.
- Follow safeguarding procedures and report any concerns immediately to the designated safeguarding lead (DSL).
- Never use physical force, except in a safe and appropriate instructional context.
- Avoid one-to-one situations with students where possible; ensure transparency in all interactions.

3. Equality and Inclusion

- Treat all students equally regardless of age, ability, gender, sexual orientation, race, or background.
- Foster an inclusive and respectful environment where all students feel safe and valued.
- Challenge and report any discriminatory or bullying behaviour.

4. Teaching Practice

- Ensure that all teaching methods are age-appropriate, safe, and adapted to the needs of the individual.
- Gain informed consent for physical contact (e.g., demonstrating technique).
- Avoid any unnecessary or inappropriate contact with students.
- Do not overtrain or push students beyond their capabilities.

5. Health and Safety

- Ensure the training area is safe and appropriate for the activity.
- Carry out risk assessments for all sessions and activities.
- Maintain current first aid certification and respond promptly to any injuries or incidents.

6. Confidentiality and Communication

- Keep personal information about students confidential, unless there is a safeguarding concern.
- Communicate with students and parents respectfully and professionally, avoiding the use of personal devices or social media unless explicitly authorised.

7. Boundaries and Relationships

- Never engage in romantic or sexual relationships with students under 18 or any student in your care, regardless of age.
- Maintain a clear boundary between staff and students, even outside of training contexts.

8. Social Media and Online Conduct

- Be mindful of your digital presence and how it reflects the values of the martial arts school.
- Do not post content that could bring the organisation into disrepute.
- Avoid private messaging students unless explicitly permitted by policy (e.g., parental consent and safeguarding procedures in place).

9. Breaches of the Code

- Any breach of this code may result in disciplinary action, including suspension or dismissal.
- Staff must report breaches or concerns about the conduct of others to the DSL or senior leadership.