

# TEK CODE OF CONDUCT

**TEAM ELITE KICKBOXING LIMITED T/A TEK KICKBOXING IS A COMPANY LIMITED BY SHARES, REGISTERED IN ENGLAND & WALES UNDER NUMBER 13693213; ITS REGISTERED ADDRESS IS 71 STATION ROAD, BEESTON, NOTTINGHAM, UNITED KINGDOM, NG9 2AW; ITS TRADING ADDRESS IS 71 STATION ROAD, BEESTON, NOTTINGHAM, UNITED KINGDOM NG9 2AW ITS VAT NUMBER IS 402159925; ITS EMAIL ADDRESS IS INFO@TEAMELITEKICKBOXING.ORG AND TELEPHONE NUMBER IS +44 (0) 7766836153.**

## OVERVIEW OF CODES

SPORTING EXCELLENCE AND ACHIEVEMENT ARE ONLY ACHIEVED BY PARTICIPANTS AND SPECTATORS THROUGH ADHERENCE TO THE HIGHEST MORAL, ETHICAL AND SPORTING STANDARDS.

OUR UNDERLYING OBJECTIVE IS TO ESTABLISH A SAFE, FAIR AND INCLUSIVE SPORTING ENVIRONMENT.

TO ACHIEVE THIS AMBITION, WE MUST CONTINUE TO ENGAGE EVERYONE IN OUR SPORT AND PROVIDE THEM WITH A SAFE, ENJOYABLE, EXCITING AND STIMULATING EXPERIENCE. THE PROMOTION OF RESPECT, GOOD SPORTSMANSHIP, HIGH STANDARDS OF BEHAVIOUR AND ETHICS ARE FUNDAMENTAL TO ACHIEVING THIS OBJECTIVE. OUR CODES OF CONDUCT SET OUT THE STANDARDS AND EXPECTATIONS THAT ARE APPLICABLE TO EVERY MEMBER AND CONNECTED PARTICIPANT INVOLVED IN THE DELIVERY OF KICKBOXING.

THE CODE OF CONDUCT FOR MEMBERS AND CONNECTED PARTICIPANTS IS APPLICABLE TO EVERYONE INVOLVED WITH TRAINING AT TEK KICKBOXING. THIS CODE IS ADAPTED AND AUGMENTED DEPENDING ON ANY ADDITIONAL ROLES UNDERTAKEN BY AN INDIVIDUAL AND NEITHER CODE SHOULD BE READ IN ISOLATION.

## **BY BECOMING A MEMBER OF TEK KICKBOXING IN ANY CAPACITY AGREEMENT TO ABIDE BY THE CODE OF CONDUCT IS MANDATORY.**

THE PURPOSE OF A CODE IS TO CLARIFY:

- > WHAT BEHAVIOURS ARE EXPECTED/ACCEPTABLE AND THOSE THAT ARE UNACCEPTABLE
- > THE STANDARDS OF PRACTICE EXPECTED
- > THE BASIS OF CHALLENGING AND IMPROVING PRACTICE

BREACHES IN STANDARDS AND EXPECTATIONS MUST ALWAYS BE TAKEN SERIOUSLY AND HANDLED FAIRLY ACCORDING TO OPEN AND TRANSPARENT REGULATIONS. THE APPLICATION OF SANCTIONS MUST BE CONSISTENT, RELEVANT AND PROPORTIONATE. OUR DISCIPLINARY REGULATIONS DEFINE THE REGULATIONS UNDER WHICH ANY BREACH OR ALLEGED BREACH WILL BE INVESTIGATED.

IT IS THE RESPONSIBILITY OF ALL MEMBERS AND CONNECTED PARTICIPANTS TO UNDERSTAND TEK KICKBOXING'S STANDARDS AND EXPECTATIONS UNDER THE CODE OF CONDUCT AND TO HELP ENSURE THAT THE CODE IS APPLIED BY ALL.

## DEFINITIONS

THE DEFINITIONS WITHIN THE CODE OF CONDUCT ARE CONSISTENT WITH THE DISCIPLINARY REGULATIONS; WITH THE FOLLOWING TERMS HAVING THE MEANINGS SET OUT BELOW:

### **ADULT AT RISK**

MEANS AN INDIVIDUAL AGED 18 YEARS OR OVER "WHO IS OR MAY BE IN NEED OF COMMUNITY CARE SERVICES BY REASON OF MENTAL OR OTHER DISABILITY, AGE OR ILLNESS; AND WHO IS OR MAY BE UNABLE TO TAKE CARE OF HIM OR HERSELF, OR UNABLE TO PROTECT HIM OR HERSELF FROM SIGNIFICANT HARM" [SOURCE: NO SECRETS 2009]

### **BOARD**

MEANS THE BOARD OF DIRECTORS

### **CHILD**

AN INDIVIDUAL UNDER THE AGE OF 18

### **CODES OF CONDUCT**

MEANS THE SET OF BEHAVIOURAL STANDARDS WHICH HAVE BEEN ESTABLISHED AS THE EXPECTED MINIMUM STANDARDS OF BEHAVIOUR

**BOARD**

MEANS THE BOARD OF DIRECTORS

**CHILD**

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**CODES OF CONDUCT**

MEANS THE SET OF BEHAVIOURAL STANDARDS WHICH HAVE BEEN ESTABLISHED AS THE EXPECTED MINIMUM STANDARDS OF BEHAVIOUR.

**CMG**

MEANS THE CASE MANAGEMENT GROUP(S) WHICH ARE ANY GROUP ESTABLISHED BY THE BOARD FROM TIME TO TIME TO OVERSEE DISCIPLINARY AND SAFEGUARDING CASES

**COMPETITION**

ANY EVENT THAT TEK KICKBOXING SELECT A TEAM TO COMPETE AT. THIS ONLY APPLIES IF AN INDIVIDUAL HAS BEEN FORMALLY SELECTED BY THE COACHING TEAM, NOT IF AN INDIVIDUAL CHOOSES TO ENTER A COMPETITIVE EVENT INDEPENDENTLY.

**CONNECTED PARTICIPANT**

MEANS ANY PERSON WHO FROM TIME TO TIME PARTICIPATE BY WAY OF BEING A VOLUNTEER, SERVING ON THE BOARD OR A SUB GROUP. FOR THE AVOIDANCE OF DOUBT, THE CODES OF CONDUCT AND DISCIPLINARY REGULATIONS APPLY TO CONNECTED PARTICIPANTS INVOLVED IN THE SPORT AND MARTIAL ART INCLUDING ANY FAMILY MEMBERS AND SUPPORTERS OF MEMBERS.

**CONFLICT OF INTEREST**

MEANS A SITUATION IN WHICH AN INDIVIDUAL HAS COMPETING INTERESTS OR LOYALTIES OR THERE MAY BE A PERCEPTION OF OR ACTUAL BIAS.

**CONFIDENTIAL INFORMATION**

MEANS ANY INFORMATION SUPPLIED OR DISCLOSED THAT IS CONFIDENTIAL OR SENSITIVE IN NATURE AND IS SUPPLIED IN SUCH A WAY AS TO IMPART A DUTY OF CONFIDENCE.

**DISCIPLINARY ACTION**

MEANS PROCEEDINGS IN ACCORDANCE WITH THE DISCIPLINARY REGULATIONS.

**DISCIPLINARY MATTER**

MEANS INAPPROPRIATE, INCORRECT, IMPROPER OR UNLAWFUL CONDUCT INCLUDING BREACHES OF THE DISCIPLINARY REGULATIONS, THE RULES, REGULATIONS, CODES, POLICIES OR LICENSE SCHEMES IMPOSED BY TEK KICKBOXING OR ANY CONDUCT WHICH IS DETRIMENTAL TO THE INTERESTS OF THE SPORT.

**DISCIPLINARY POLICY**

THE DOCUMENT THAT DEFINES THE DISCIPLINARY PROCEDURE THAT WILL DEAL WITH ANY BREACHES OR FAILURE TO COMPLY WITH ANY TEK KICKBOXING RULES, REGULATIONS, CODES AND POLICIES.

**SCO**

MEANS SAFEGUARDING AND COMPLIANCE OFFICER WHO WILL ACT AS THE LEAD FOR CHILD AND ADULT AT RISK PROTECTION, AND EQUALITY ISSUES FOR TEK KICKBOXING AND INVESTIGATE COMPLAINTS MADE.

**MEMBER**

MEANS ANY INDIVIDUAL OR ORGANISATION APPOINTED AS A PERSONAL OR GROUP MEMBER. SANCTIONS RESULTING FROM THE DISCIPLINARY PROCEDURE MAY BE APPLIED TO INDIVIDUALS.

**SOCIAL MEDIA**

MEANS MEDIA DESIGNED TO BE DISSEMINATED THROUGH SOCIAL INTERACTION. TYPES OF SOCIAL MEDIA INCLUDE BUT ARE NOT LIMITED TO NETWORKS SUCH AS FACEBOOK, TWITTER, YOUTUBE, SNAPCHAT, BLOGS AND PODCASTS.

**SPORT**

MEANS KICKBOXING OR ANY VERSION OF SPORTING ACTIVITY THAT IS RECOGNISED BY TEK KICKBOXING.

## **GUIDING PRINCIPLES**

TEK KICKBOXING USES THE TENETS OF MARTIAL ARTS AND GOOD SPORTSMAN CONDUCT TO SHAPE AND FRAME THE CULTURE OF THE ORGANISATION, PERSONAL RELATIONS AND DECISION-MAKING.

### **COURTESY AND INTEGRITY**

- OPERATE WITH ETIQUETTE, MANNERS AND HONESTY TO OTHERS, BOTH INSIDE AND OUTSIDE OF TRAINING.

### **PERSEVERANCE**

- ALWAYS SEEK TO ACHIEVE PROGRESSION AND OVERCOME CHALLENGES.

### **INDOMITABLE SPIRIT**

- GIVE 100% EFFORT IN ALL THAT YOU DO BOTH WITHIN AND OUTSIDE OF TRAINING.

## **CODE OF CONDUCT FOR ALL MEMBERS AND CONNECTED PARTICIPANTS**

OUR CODES OF CONDUCT REQUIRE THE HIGHEST STANDARDS OF CONDUCT FROM EVERYONE INVOLVED IN TEK KICKBOXING. OUR CODES OF CONDUCT ARE APPLICABLE TO ALL ASPECTS OF TRAINING WITHIN TEK KICKBOXING AND ARE DRIVEN BY THE TENANTS OF MARTIAL ARTS LISTED ABOVE AS WELL AS DEEMED MORALLY GOOD HUMAN CONDUCT.

CLUBS, MEMBERS, COACHES, CONNECTED PARTICIPANTS (INCLUDING PARENTS) MUST CONDUCT THEMSELVES IN AN HONEST, FAIR, IMPARTIAL AND TRANSPARENT MANNER.

IT IS TEK KICKBOXING'S EXPECTATION AND REQUIREMENT THAT ALL MEMBERS AND CONNECTED PARTICIPANTS WILL:

RESPECT AND ADHERE TO THE RULES, REGULATIONS AND REQUIREMENTS OF BOTH TEK KICKBOXING AND THE SPORT OF KICKBOXING, INCLUDING, BUT NOT LIMITED TO, ANY COMPETITIONS THAT INDIVIDUALS ARE FORMALLY SELECTED BY TEK KICKBOXING TO PARTICIPATE WITHIN.

RESPECT THE RIGHTS, DIGNITY AND WORTH OF ALL PEOPLE INVOLVED IN TEK KICKBOXING, REGARDLESS OF ANY PROTECTED CHARACTERISTIC (AGE, DISABILITY, GENDER REASSIGNMENT, MARRIAGE AND CIVIL PARTNERSHIP, PREGNANCY AND MATERNITY, RACE, RELIGION OR BELIEF, SEX AND SEXUAL ORIENTATION).

RESPECT THE RIGHTS, DIGNITY AND WORTH OF CHILDREN AND ADULTS AT RISK AND ENSURE THAT THE SAFEGUARDING POLICY AND PROCEDURES ARE ADHERED TO.

RESPECT CONFIDENTIALITY AND THE SENSITIVITIES OF INFORMATION HELD ABOUT OTHER INDIVIDUALS.

RESPECT BOTH THE REPUTATION OF TEK KICKBOXING, THE SPORT OF KICKBOXING AND THE INDIVIDUAL AND NOT TAKE ANY ACTION OR MAKE ANY INAPPROPRIATE COMMENTS ABOUT A FELLOW PARTICIPANT, COACH, VOLUNTEER, OFFICIAL OR MEMBER OF STAFF THAT WILL BRING TEK KICKBOXING, THE SPORT OR THOSE ASSOCIATED WITH DELIVERING THE SPORT INTO DISREPUTE, INCLUDING MAKING COMMENTS ON SOCIAL MEDIA TECHNOLOGY.

RESPECT AND ADHERE TO THE GUIDANCE AND POLICIES ON THE USE OF SOCIAL MEDIA.

FURTHERMORE WE EXPECT THAT EVERYONE WILL:

- > RECOGNISE THAT INDIVIDUALS BRING DIFFERENT QUALITIES AND ATTRIBUTES AND CELEBRATE THEM
- > RECOGNISE THE ACHIEVEMENTS OF OTHERS AND APPLAUD THEIR SUCCESS
- > MAINTAIN APPROPRIATE LEVELS OF MEMBERSHIP, INSURANCE AND CRIMINAL RECORDS CHECKS AS APPROPRIATE TO THEIR ROLE AND MEMBER STATUS
- > WELCOME NEW MEMBERS, VOLUNTEERS, AND CONNECTED PARTICIPANTS AND COOPERATE WITH ALL.
- > ENDEAVOUR TO ENSURE THAT ALL INVOLVED IN TEK KICKBOXING OPTIMISE THEIR POTENTIAL BY PROMOTING THE POSITIVE ASPECTS OF THE SPORT.



TEK KICKBOXING DOES NOT ACCEPT THE FOLLOWING:

- THE USE OF INAPPROPRIATE OR ABUSIVE LANGUAGE, INAPPROPRIATE RELATIONSHIPS, BULLYING, HARASSMENT, DISCRIMINATION (EITHER IN PERSON OR VIA SOCIAL MEDIA) OR PHYSICAL VIOLENCE
- ANY ABUSE OR MISUSE OF ANY RELATIONSHIP OF TRUST OR POSITION OF POWER OR INFLUENCE

ATTACHED AS APPENDICES ARE CODES OF CONDUCT FOR INDIVIDUAL ROLES TO PROVIDE FURTHER CLARITY FOR EACH MEMBER OR CONNECTED PARTICIPANT.

## **APPENDIX A**

### **ADDITIONAL CODE OF CONDUCT FOR CHILDREN & YOUNG STUDENTS**

AS A CHILD OR YOUNG ATHLETE UNDER THE AGE OF 18 YEARS I HAVE THE RIGHT TO:

- BE SAFE AND PROTECTED
- BE LISTENED TO
- BE RESPECTED AND TREATED FAIRLY
- BE BELIEVED
- ASK FOR HELP
- BE COACHED BY SOMEONE WHO HAS THE RIGHT QUALIFICATIONS

AS A YOUNG ATHLETE I WILL RESPECT THE CODE OF CONDUCT AND I WILL:

- BE FRIENDLY AND SUPPORTIVE TO OTHER STUDENTS
- KEEP MYSELF SAFE
- TELL MY COACH IF I AM ILL, INJURED OR DON'T FEEL SAFE
- RESPECT THE RULES OF TEK KICKBOXING
- BEHAVE AND LISTEN TO ALL INSTRUCTIONS FROM MY COACH
- TAKE CARE OF EQUIPMENT OWNED OR PROVIDED BY THE CLUB OR TRAINING FACILITY

I WILL NOT:

- USE BAD LANGUAGE OR TAKE PART IN ANY INAPPROPRIATE OR ILLEGAL BEHAVIOUR
- BULLY ANYONE OR PRESSURE THEM TO DO THINGS THEY DO NOT WANT TO, INCLUDING ONLINE
- CARRY OR CONSUME ALCOHOL OR ILLEGAL SUBSTANCES

I UNDERSTAND THAT IF I DO NOT FOLLOW THIS CODE ACTIONS CAN BE TAKEN, PARENTS/CARERS WILL BE INFORMED AND I MAY:

- BE ASKED TO APOLOGISE FOR MY BEHAVIOUR
- RECEIVE A VERBAL OR WRITTEN WARNING FROM TEK KICKBOXING
- BE SUSPENDED FROM ATTENDING TEK KICKBOXING TRAINING SESSIONS FOR A FIXED PERIOD OF TIME
- BE ASKED TO LEAVE TEK KICKBOXING

## **APPENDIX B**

### **ADDITIONAL CODE OF CONDUCT FOR ADULT STUDENTS**

I HAVE THE RIGHT TO:

- RESPECT THE RIGHTS OF EVERY STUDENT, COACH, TECHNICAL OFFICIAL AND OTHERS INVOLVED IN TEK KICKBOXING AND TREAT EVERYONE EQUITABLY
- CHALLENGE AND REPORT INAPPROPRIATE BEHAVIOUR BY OTHERS
- MAINTAIN STRICT BOUNDARIES BETWEEN FRIENDSHIP AND INTIMACY WITH A COACH OR OFFICIAL
- ADHERE TO THE CODE OF CONDUCT FOR ALL MEMBERS

I WILL NOT:

- SWEAR OR USE ABUSIVE LANGUAGE WHILST AT TEK KICKBOXING OR AT SELECTED COMPETITIONS
- ENGAGE IN INAPPROPRIATE OR ILLEGAL BEHAVIOUR
- MISUSE OR ABUSE SPORTING EQUIPMENT AND VENUES

I UNDERSTAND THAT IF I DO NOT FOLLOW THIS CODE ACTIONS CAN BE TAKEN, PARENTS/CARERS WILL BE INFORMED AND I MAY:

- BE ASKED TO APOLOGISE FOR MY BEHAVIOUR
- RECEIVE A VERBAL OR WRITTEN WARNING FROM TEK KICKBOXING
- BE SUSPENDED FROM ATTENDING TEK KICKBOXING TRAINING SESSIONS FOR A FIXED PERIOD OF TIME
- BE ASKED TO LEAVE TEK KICKBOXING

## APPENDIX C

### **ADDITIONAL CODE OF CONDUCT FOR: COACHES, LEAD ASSISTANTS, MANAGERS, AND VOLUNTEERS**

THE CODE OF CONDUCT FOR ALL STATES THE VALUES AND STANDARDS EXPECTED AT ALL TIMES. IN ADDITION TO THESE, WHEN IN MY CAPACITY AS ONE OF THE ABOVE:

#### I WILL:

- > DISPLAY A POSITIVE IMAGE OF A TEK KICKBOXING REPRESENTATIVE BY ACTING IN A WAY THAT PROJECTS A POSITIVE IMAGE OF MY ROLE AND BEING FAIR, CONSIDERATE AND HONEST WITH PARTICIPANTS AND OFFICIALS
- > MAINTAIN APPROPRIATE MEMBERSHIP, INSURANCE AND CRIMINAL RECORDS CHECK TO ALLOW ME TO FULFIL MY ROLE
- > DISPLAY HIGH STANDARDS IN MY LANGUAGE, MANNER, PUNCTUALITY, PREPARATION AND PRESENTATION TO ENSURE THAT ALL TIME SPENT WITH ME BY PARTICIPANTS OR COLLEAGUES IS A POSITIVE EXPERIENCE
- > EXERCISE REASONABLE CARE AND SKILL WHEN CARRYING OUT MY DUTIES, INCLUDING BUT NOT LIMITED TO, KEEPING UP TO DATE WITH THE LATEST PRACTICES AND DEVELOPMENT BY TAKING ADVANTAGE OF PERSONAL AND PROFESSIONAL OPPORTUNITIES MADE AVAILABLE TO ME
- > AS A COACH SEEK TO INSPIRE AND MOTIVATE IN ACCORDANCE WITH AN INDIVIDUAL'S ABILITIES TO ENABLE THEM TO PARTICIPATE TO THE BEST OF THEIR ABILITY AND REALISE THEIR POTENTIAL
- > AS A COACH PROVIDE ATHLETES WITH PLANNED AND STRUCTURED TRAINING PROGRAMMES APPROPRIATE TO THEIR ABILITIES AND GOALS BY ENSURING THAT EQUAL ATTENTION AND OPPORTUNITIES ARE AVAILABLE TO ALL, INCLUDING THOSE REQUIRING A MODIFIED PLAN DUE TO SICKNESS OR INJURY
- > ENSURE THAT THE TRAINING ENVIRONMENT IS SAFE AND APPROPRIATE FOR THE AGE, PHYSICAL AND EMOTIONAL MATURITY, EXPERIENCE AND ABILITY OF THE STUDENTS
- > ENSURE THAT I FOLLOW INSTRUCTIONS AND COMPLY WITH ALL HEALTH AND SAFETY REGULATIONS THAT APPLY TO THE ROLE I AM UNDERTAKING

#### I WILL NOT:

- > CONDUCT AN INAPPROPRIATE RELATIONSHIP WITH A STUDENT UNDER 18 YEARS OF AGE (AN INTIMATE RELATIONSHIP WITH SOMEONE UNDER 16 YEARS IS A CRIMINAL OFFENSE)
- > NOT EXERT UNDUE INFLUENCE TO OBTAIN PERSONAL BENEFIT OR REWARD
- > NEGLECT MY RESPONSIBILITY FOR ANY CHILD IN MY CARE AT ANY TIME
- > VACATE THE VENUE UNTIL THE SUPERVISION OF THE SAFE DISPERSAL OF ALL THE STUDENTS IS COMPLETE
- > BULLY A CHILD EITHER PHYSICALLY OR VERBALLY, NOR REDUCE A CHILD TO TEARS AS A FORM OF CONTROL
- > ENGAGE IN ROUGH, PHYSICAL OR INAPPROPRIATE BEHAVIOUR
- > ALLOW THE USE OF INAPPROPRIATE LANGUAGE TO GO UNCHALLENGED
- > DO THINGS OF A PERSONAL NATURE FOR A PLAYER THAT THEY CAN DO FOR THEMSELVES
- > CONTRAVENE THE ADDITIONAL GUIDELINES OUTLINED IN THE SAFEGUARDING POLICY AND RELATED POLICIES

I WILL ABIDE BY THIS CODE OF CONDUCT AND PROMOTE IT TO OTHERS. I UNDERSTAND THAT IF I DO NOT FOLLOW THIS CODE OR ASSOCIATED GUIDELINES, THE FOLLOWING SANCTIONS MAY BE TAKEN BY TEK KICKBOXING:

#### I MAY:

- > RECEIVE A VERBAL WARNING, WRITTEN WARNING AND/OR FINE
- > BE PLACED UNDER MENTORING OF ANOTHER TEK KICKBOXING COACH
- > BE REQUIRED TO ATTEND SAFEGUARDING TRAINING OR TRAINING APPROPRIATE TO THE BREACH
- > BE SUSPENDED FOR A FIXED TERM PERIOD EITHER FROM COACHING WITHIN TEK KICKBOXING
- > BE REMOVED FROM TEK KICKBOXING WHICH MAY ALSO LEAD TO A REFERRAL TO THE RELEVANT CRIMINAL RECORDS SERVICE.

## **APPENDIX C**

### **ADDITIONAL CODE OF CONDUCT FOR PARENTS/CARERS**

THE ENJOYMENT AND SAFETY OF YOUR CHILD WHEN INVOLVED IN AN ACTIVITY IS OF PARAMOUNT IMPORTANCE TO TEK KICKBOXING. EVERY PARTICIPANT WILL BE ENCOURAGED AND ASKED TO ENSURE THEIR BEHAVIOUR AND ACTIONS MEET THE VALUES AND STANDARDS EXPECTED OF THEM AT ALL TIMES. AS PARENTS/CARERS, YOU ARE ASKED TO SUPPORT OUR ALL ENCOMPASSING CODE OF CONDUCT AND ADDITIONALLY:

AS A PARENT/CARER, I WILL:

- ENCOURAGE MY CHILD TO PLAY WITHIN THE RULES AND RESPECT OFFICIALS' AND COACHES' DECISIONS
- SUPPORT MY CHILD'S EFFORTS AND PERFORMANCE, GIVING POSITIVE COMMENTS THAT MOTIVATE AND ENCOURAGE CONTINUED EFFORT AND LEARNING
- UNDERSTAND THAT COMPETITION IS ABOUT WINNING AND LOSING, SO RESULTS ARE ALWAYS ACCEPTED WITHOUT UNDUE DISAPPOINTMENT
- BE A POSITIVE ROLE MODEL TO MY CHILD BY HELPING THEM TO WORK TOWARDS SKILL IMPROVEMENT AND GOOD SPORTSMANSHIP
- THANK THE COACHES, OFFICIALS AND OTHER VOLUNTEERS WHO GIVE THEIR TIME FOR MY CHILD
- RESPECT THE RIGHTS, DIGNITY AND WORTH OF ALL PEOPLE INVOLVED WITH TEK KICKBOXING, REGARDLESS OF ANY PROTECTED CHARACTERISTIC
- PROMOTE THIS CODE OF CONDUCT TO OTHER PARENTS, CARERS AND SUPPORTERS
- BE AWARE OF THE SAFEGUARDING POLICY AND ENSURE THAT ANY CONCERNS ARE REPORTED TO THE CLUB WELFARE OFFICER AND/OR THE SAFEGUARDING & COMPLIANCE OFFICER AT TEK KICKBOXING.

AS A PARENT/CARER, I WILL NOT:

- USE INAPPROPRIATE LANGUAGE, HARASS ATHLETES, COACHES, OFFICIALS OR OTHER SPECTATORS
- CRITICISE OR RIDICULE MY CHILD FOR MAKING A MISTAKE
- FORCE MY CHILD, IF THEY ARE UNWILLING, TO PARTICIPATE IN THE SPORT
- ARRIVE AT AN ACTIVITY UNDER THE INFLUENCE OF ALCOHOL OR DRUGS
- USE SOCIAL MEDIA TO BRING TEK KICKBOXING INTO DISREPUTE OR MAKE AN INAPPROPRIATE COMMENT ABOUT AN ATHLETE, COACH, OFFICIAL, VOLUNTEER OR ANY OTHER MEMBER OF TEK KICKBOXING
- CONSUME ALCOHOLIC DRINKS EITHER IMMEDIATELY PRIOR TO OR WHILE BEING AT A TEK KICKBOXING ACTIVITY WHERE MY CHILD IS PARTICIPATING
- TAKE PART IN ANY ILLEGAL ACTIVITY INCLUDING THE TAKING OF ILLEGAL SUBSTANCES

I UNDERSTAND THAT INAPPROPRIATE PRESSURE ON CHILDREN, AND POOR BEHAVIOUR OF ADULT SPECTATORS CAN SOMETIMES MAKE CHILDREN DROP OUT OF SPORT. I ACCEPT THAT THIS CODE PROMOTES GOOD SPECTATOR BEHAVIOUR AND THAT IF I DO NOT FOLLOW THIS CODE ACTION WILL BE TAKEN AND I MAY:

- BE ASKED TO APOLOGISE FOR MY BEHAVIOUR
- RECEIVE A VERBAL OR WRITTEN WARNING
- RECEIVE A FIXED TERM SUSPENSION FROM ATTENDING CLUB TRAINING SESSIONS AND EVENTS
- BE REQUIRED TO LEAVE TEK KICKBOXING