



Ethics and Conduct Policy

The purpose of this Code of Ethics is to establish and maintain standards for EMAR instructors and volunteers, and to inform and protect members of the public. Ethical standards comprise such values as integrity, competence, and confidentiality. EMAR team agree to this code, accept their responsibility to students, colleagues and the society.

In pursuit of this principles, EMAR instructors subscribe to standards in the following area:

1. Issues of Responsibility

Running a martial arts Club is a deliberately undertaken responsibility, and therefore EMAR instructors and volunteers are responsible for observation of the principles in this Code of Ethics and Conduct policy.

Humanity

Instructors and volunteers must respect the rights, dignity and worth of every human being and their ultimate right to self-determination. Specifically, everyone must be treated equally, within the context of their activity and ability, regardless of gender, ethical origin, culture, religion, political persuasion or sexual preferences.

Relationships

- EMAR instructors and volunteers are concerned primarily with the well-being, health and future of the individual student and only secondarily with the optimisation of performance.
- A key element in such a relationship is the development of independence. Students must be encouraged to accept the responsibility for their own behaviour and performance, in training, in competition and in their social life.
- Be aware of relationships developing on social media sites and take responsibility to ensure this do not develop inappropriately or unethically.
- Instructors are responsible for setting and monitoring the boundaries between a working relationship and friendship with their students this is particularly important when the instructor and the student are of the opposite sex and/ or when the student is a young person. The instructor must realise that certain situations or friendly actions could be misinterpreted, not only by the student, but by outsiders motivated by jealousy, dislike or mistrust, and could lead to allegations of sexual misconduct or impropriety.
- Instructors or other club staff should never have intimate relationships with any young person [under the age of 18 years] under their supervision or care.
- The relationship between instructor and student relies heavily on mutual trust and respect. In detail this means that the student should be made aware of the instructor's qualifications and experience and must be given the opportunity to consent to or decline proposals for training, performance and competition.

Commitment

- Instructors should clarify in advance with EMAR management team the number of sessions, fee (if any) and method of payment. They should also explore with EMAR team the expectation of outcome of instruction.
- Instructors have responsibility to declare to their students and EMAR team any other coaching commitments. Instructors should also find out if any prospective student is



currently receiving guidance from another instructor. If so, that instructor should be contacted to discuss the situation.

- Instructors who became aware of a conflict between their obligation to their students and their obligation to EMAR team or other organization employing them must make explicit the nature of the conflict, and the loyalties and responsibilities involved, to all parties concerned.

Co-operation

- Instructors should communicate and cooperate with other sports and allied professionals in the best interest of their students. An example of such contact could be the seeking of educational and career advice/ counselling for young students who's training impinges upon the performance of their students.
- Instructors must communicate and cooperate with medical and ancillary practitioners in the diagnosis, treatment and management of their students' medical and psychological problems.

Advertising

- Advertising by instructors in respect of qualifications and/ or services shall be accurate and professionally restrained.
- Instructors shall not display any affiliation with EMAR in the manner that falsely implies sponsorship or accreditation.
- All instructors should seek a permission of EMAR management team before posting any advertising materials on the social medias or other platforms.
- Any club wishing to use EMAR logo on any stationary or advertising, must first seek approval of the EMAR management team.

Integrity

- Instructors and volunteers should refrain from public criticism of fellow instructors and clubs. Differences of opinion should be dealt with on a personal basis and more serious disputes should be referred to EMAR management team.
- Instructors must accept a responsibility for the conduct of the students insofar as they will undertake to discourage inappropriate behaviour.
- Instructors must not encourage students to violate the rules of their martial arts and should actively seek to discourage such action. Furthermore, instructors should encourage students to obey the spirit of such rules.
- Instructor must not compromise their students by advocating measures which could be deemed to constitute seeking to gain an unfair advantage. Above all, instructors must never advocate the use of prescribed drugs or other banned performance enhancing substances.
- Instructor must treat opponents and officials with due respect, both in victory and defeat and should encourage their students to act in a similar manner.

Confidentiality

- Instructors inevitably gathering a great deal of personal information about students in the course of a working relationship. Instructor and student must reach 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 student.



- All EMAR Instructors shall adhere to the Data Protection Law 'GDPR' 2018.
- Confidentiality does not preclude the disclosure of information, to person who can be judged to have a 'right to know', relating to students when relevant to the following:
 - evaluation of the student within the martial arts' competitive selection process
 - recommendations concerning students for professional purposes
 - pursuit of disciplinary action involving students within the martial arts
 - pursuit of disciplinary actions by EMAR involving fellow instructors in alleged breaches of Welfare Policies and Codes of Practice.

Abuse of privilege

- The instructor must consistently display High Professional Standards and project a favourable image of the martial art / EMAR Club and of coaching; to students, other instructors, officials, spectators, the media and the general public.
- Personal appearance is a matter of individual taste but the instructor has an obligation to project an image of health, cleanliness and functional efficiency.
- The instructor should never smoke when coaching. Instructors should not drink alcohol soon before coaching so that the smell will be on their breath when working with students, and especially young people.

Safety

- The instructor has a responsibility for the health and safety of the students. The instructor must familiarise him/ herself with the EMAR Code of Safety, and adhere to.

2. Issues with competence

- Instructors shall confine themselves to practice in those fields of martial arts in which they have been trained/ educated, and which recognise by EMAR to be valid.
Valid areas of expertise are those directly concerned with martial arts coaching. Training includes the accumulation of knowledge and skills through both formal coach education and by experience at a level of competence acceptable for independent coaching practice.
- Instructors must be able to recognise and accept when to refer students to other groups. It is their responsibility, as far as possible, to verify the competence and integrity of the person to whom they refer a student.
- Instructor should regularly seek ways to increase their professional development and self-awareness.
- Instructors should welcome evaluation of their work by colleagues and be able to account to students, employers, colleagues and EMAR Team for their actions.
- Instructors have a responsibility to themselves and their students to maintain their own effectiveness, resilience and abilities, and to know when their own personal resources are so depleted as to make it necessary for them to seek help and/ or to withdraw from coaching, whether temporarily or permanently.

Personal misconduct

Personal misconduct may still give rise to disciplinary action by EMAR if such conduct is deemed to be 'misconduct' or ' gross misconduct', even if such misconduct does not give rise to disciplinary proceedings by an employer or lead to conviction in a court of law.

The following examples are not exhaustive or exclusive:



Misconduct: bad time-keeping, unreasonable or unexpected absence(s), lack of application, wilful damage to property or equipment, poaching students, talking badly of other martial arts instructors in front of students and colleagues, breach of EMAR Code of Welfare, forcing children to train for long periods without allowing water or food.

Gross misconduct: theft, falsification of reports or accounts, breach of confidentiality, violence, misuse of alcohol or drugs [especially steroids, or drugs to bulk up], dishonesty, indecency, forcing or encouraging students to achieve predetermined weight, for example for specific tournament categories.

Criminal activities

- All EMAR instructors and volunteers will be expected to apply for an enhanced Disclosure by the Criminal Records Bureau, regardless whether they teach children and/ or adults.
- Any further conviction by a court of Law, after disclosure has been attained, must be reported to EMAR.
- All EMAR instructors have the responsibilities to keep up to date enhanced DBS check.