



HU LONG TEMPLE

SCHOOL OF SHAOLIN KUNG FU & QI GONG

REGISTERED UNDER THE BRITISH COUNCIL FOR CHINESE MARTIAL ARTS (BCCMA)

CODES OF CONDUCT FOR STAFF & VOLUNTEERS

Hu Long Temple coaches and volunteers involved in sport for children and young people have a great opportunity to be a positive role model and help build an individual's confidence

Staff and volunteers are expected to:

- Ensure the safety of all children by providing effective supervision, proper pre-planning of coaching sessions, using safe methods at all times.
- Consider the wellbeing and safety of participants before the development of performance.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Treat all young people fairly and ensure they feel valued. Have no favourites.
- Encourage all children not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability.
- Not follow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.
- Appreciate the efforts of all young people and not over-train the young people. Never exert undue influence over performers to obtain personal benefit or reward.
- Be positive, approachable and offer praise to promote the objectives of the club at all times.
- Not let any allegations of abuse of any kind or poor practice to go unchallenged or unrecorded. Incidents and accidents to be recorded in the line with the club's procedures. Parents will be informed.
- Never use sanctions that humiliate or harm young people or vulnerable adults.
- Report accidents or incidents of alleged abuse or poor practice to the lead Safeguarding Officer Kim-Leng Hills or the Deputy Welfare Officer, Shifu Matt Bindon.
- Administer minor first aid in the presence of others and where required refer more serious incidents to Hu Long Temple's First Aider.
- Have access to telephone or immediate contact to emergency services if required.
- Foster team work to ensure the safety of youth members in their care.
- Ensure the rights and responsibilities of youth members are enforced.
- Establish and address the additional needs of participants with disabilities or other vulnerable groups.
- Note abuse members physically, emotionally or sexually.
- Not engage in a sexual relationships with a young person for whom they are responsible.
- Maintain confidentiality about sensitive information.
- Respect and listen to the opinions of young people.
- Take time to explain coaching techniques to ensure they are clearly understood.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Be a role model, displaying consistently high standard of behaviour and appearance (disciplined / committed / time-keeping), remember children learn by example.
- Refrain from smoking and consumption of alcohol during Hu Long Temple activities or coaching sessions.
- Never condone rule violations, rough play or the use of prohibited substances.
- Not spending time alone with children unless there are exceptional circumstances.
- Never taking children to their home or your own home.
- Not administering First Aid involving the removing of children's clothing unless in the presence of others.
- Hold appropriate valid qualifications and insurance cover.
- Make the sport / activity fun.

Staff and volunteers have the right to:

- Access on-going training and information on all aspects of leading / managing activities for youths, particularly on Safeguarding.
- Support in the reporting suspected abuse or poor practice.
- Access to professional support services.
- Fair and equitable treatment by the BCCMA and Hu Long Temple.
- Be protected from abuse by children, young people, other adult members and parents.
- Not to be left vulnerable when working with children and vulnerable adults.

Any minor misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the Head of Hu Long Temple, Shifu Matt Bindon. Serious or persistent breach of the code will result in disciplinary action and could lead to dismissal from Hu Long Temple and the BCCMA.

Dismissals can be appealed by the staff member / volunteer with final decisions taken by the Hu Long Temple committee or referred to the BCCMA depending on the disciplinary procedures within the sport.

Emergency action and first aid

All coaches, leaders and members should be prepared with an action plan in the event of an emergency and be aware of our First Aid Procedures. This includes:

- Access to First Aid equipment.
- Telephone contact if the participant is a minor.
- Telephone contact to the Emergency Services

Hu Long Temple should also contact the BCCMA to ensure they incorporate their own specific guidelines.

Signature of staff member / volunteer	
Print name of staff member / volunteer	
Date	
Signature of Head of Hu Long Temple:	
Print name of Head of Hu Long Temple:	
Date:	