

# **Cirencester SKILLZ Code of Conduct**

## **1. Purpose and Scope**

Cirencester SKILLZ is committed to fostering a positive, safe, and respectful environment for all participants. This Code of Conduct applies to all participants, including instructors, students, and associated members of the community, and outlines the expectations for behaviour and responsibility in all Cirencester SKILLZ activities.

## **2. Core Principles**

- Respect: All participants must demonstrate respect towards instructors, fellow students, and the wider community.
- Integrity: Participants are expected to act honestly and ethically, upholding the values of Cirencester SKILLZ.
- Safety and Welfare: The safety, physical and emotional wellbeing, and development of all Participants is a priority.
- Fairness: Cirencester SKILLZ promotes fair play and an inclusive environment where everyone feels valued.

## **3. Responsibilities of Members**

- Adherence to Rules: Participants are required to follow all rules, health and safety guidelines, and training instructions provided by instructors.
- Respect for Others: Participants should treat instructors, students, and all other individuals associated with Cirencester SKILLZ with courtesy and respect, fostering a friendly and inclusive environment.
- Commitment to Learning: Participants are encouraged to maintain regular attendance, participate actively, and strive for continuous improvement in martial arts.
- Safe Practice: Participants are expected to act in a manner that ensures their own safety and the safety of others, which includes reporting injuries or health concerns to instructors.
- Positive Representation: Whether in training, competitions, or other club-related events, Participants should represent Cirencester SKILLZ with pride and integrity.

## **4. Responsibilities of Instructors**

- Professional Conduct: Instructors are expected to serve as role models, demonstrating professionalism, dedication, and respect at all times.
- Fostering Growth and Development: Instructors are committed to supporting the growth and skill development of each student, providing personalised guidance and promoting a supportive training environment.
- Maintaining Safety Standards: Instructors are responsible for ensuring that classes are conducted in a safe, structured, and supportive manner.
- Encouraging Inclusivity: Instructors should promote an inclusive atmosphere where members of all backgrounds feel welcome and encouraged to develop their skills.

## **5. Behavioural Standards**

- Zero Tolerance for Abuse: Cirencester SKILLZ has a strict zero-tolerance policy against any form of bullying, harassment, abuse, or discrimination. Breaches of this policy will result in disciplinary action.
- Positive Communication: Participants are encouraged to communicate openly and respectfully. Any grievances should be raised through the proper channels as outlined by the club's grievance policy.
- Disciplinary Actions: Participants found in violation of this Code of Conduct may face consequences ranging from verbal warnings to suspension or, in severe cases, expulsion from Cirencester SKILLZ.

## **6. Dress Code and Equipment**

- Uniform Requirements: Students must wear the Cirencester SKILLZ uniform or appropriate martial arts attire, kept clean and in good condition, during classes and events.
- Personal Hygiene: Participants should maintain personal hygiene to contribute to a comfortable and safe environment for everyone.
- Safety Gear: All required protective equipment, including gloves, pads, or other gear, should be worn as directed by instructors for safety during training and competitions.

## **7. Competitions and Events**

- Adherence to Event Rules: Participants representing Cirencester SKILLZ in competitions or demonstrations must follow the rules and guidelines set by event organisers.
- Good Sportsmanship: Fair play, respect, and positive conduct are expected of all Participants, whether competing or supporting.
- Pride and Professionalism: Participants should uphold the values of Cirencester SKILLZ, displaying courtesy and professionalism during events, both on and off the mat.

## **8. Social Media Conduct**

- Positive Representation Online: Participants should maintain a positive and respectful online presence, avoiding any content that could harm the reputation of Cirencester SKILLZ or its members.
- Responsible Posting: Avoid sharing any sensitive or private information about the club or its Participants on social media. All social media activities should align with the respectful values upheld by Cirencester SKILLZ.

## **9. Complaints and Disciplinary Procedure**

- Complaint Process: Any issues or grievances can be raised in confidence through the designated channels within Cirencester SKILLZ. All complaints will be handled respectfully, confidentially, and fairly.
- Disciplinary Measures: In cases of misconduct or violation of the Code of Conduct, Cirencester SKILLZ reserves the right to impose disciplinary actions, including warnings, suspension, or expulsion, depending on the severity of the issue.

## **10. Final Statement**

By committing to this Code of Conduct, Participants of Cirencester SKILLZ play a crucial role in fostering a positive, inclusive, and safe environment for all. This Code ensures that everyone can enjoy a rewarding experience in martial arts that aligns with the highest standards of respect, integrity, and sportsmanship.