

## **Code of Conduct for Staff and Volunteers**

At Black Scorpion Karate CIC, we expect all staff and volunteers to adhere to our values of safety, respect, and inclusivity. This code outlines the standards expected to ensure a supportive environment for all members.

- **Respect and Inclusivity**  
Treat all participants, parents, and colleagues with respect, regardless of age, gender, ability, race, religion, or socioeconomic background.
- **Commitment to Safety**  
Prioritise the safety of all students, ensuring a safe training environment by following all safeguarding policies and procedures.
- **Positive Role Modeling**  
Demonstrate positive behaviour and attitude. Encourage and support each member's development in karate and personal growth.
- **Appropriate Communication**  
Use constructive language and maintain professional boundaries at all times. Address any concerns or incidents directly through designated channels.
- **Confidentiality**  
Respect confidentiality and ensure sensitive information about members or incidents is shared only with authorised personnel.
- **Compliance with Policies**  
Adhere to Black Scorpion Karate CIC's policies, including safeguarding, health and safety, and complaints procedures.
- **Continuous Improvement**  
Participate in ongoing training and development, including safeguarding updates.

Failure to follow this code may lead to disciplinary action.

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