



CODE OF CONDUCT

1. THE CLUB, COACHES, AND INSTRUCTORS

- 1.1. Instructors will deliver structured, age-appropriate and ability-appropriate classes in a safe and inclusive manner.
- 1.2. Ritual BJJ will maintain active Public Liability Insurance and ensure that there is a designated first aider on site for each organised class and that those teaching junior and children's classes are suitably DBS checked.
- 1.3. Ritual BJJ will at all times have a Leadership Committee that is responsible for the way in which Ritual BJJ is run. In particular the Ritual BJJ Leadership Committee will ensure that all coaches, instructors, staff, regular volunteers, and members of the Ritual BJJ community comply with this Code of Conduct and the Safeguarding Policy. A list of the persons sitting on the Ritual BJJ Leadership Committee at any given time will be available for inspection in the gym alongside the club insurance details, this Code of Conduct, and the Safeguarding and Protection Policy.

2. EQUALITY AND INCLUSION

- 2.1. Subject to clauses 2.2 and 2.3, below, Ritual BJJ strives to at all times provide a safe, fair, and inclusive training environment, without discrimination or favouritism, regardless of age, disability, gender, gender identity, gender reassignment, sexual orientation, marriage or civil partnership status, pregnancy, race, religion, or skill level.
- 2.2. Ritual BJJ operates some classes which are dedicated for advanced or beginner members, which are only suitable for those of designated belt/rank ranges. Ritual BJJ will not allow anyone to participate

in these classes (with the exception of coaches, instructors, assistant instructors, or trainee coaches/instructors under the supervision of the coach/instructor leading the session).

- 2.3. BJJ is inherently a close contact, physically demanding, and potentially dangerous activity. For this reason, whilst Ritual BJJ does not unlawfully discriminate against any member or potential member as set out in clause 2.1, it is essential that, if you are pregnant or have a disability that could impact safety to you (or your unborn baby) or any training partner, you must tell the head coach (or, in the absence of the head coach, the coach/instructor leading the session) **before** you commence training in that session. This will enable the coach/instructor to ensure that your participation is managed to ensure safety and inclusion in accordance with clause 2.1.
- 2.4. However, Ritual BJJ at all times reserves the right to terminate any membership if, in the reasonable opinion of the head coach, that member's continued participation within Ritual BJJ is or is likely to become detrimental to: the reputation and/or public standing of Ritual BJJ; membership numbers within Ritual BJJ (as in the member's ongoing participation is likely to cause other members to cease training within Ritual BJJ); the ability of Ritual BJJ to ensure that all members can train in a space where they feel safe and included; or general harmony within Ritual BJJ as a club and community.
- 2.5. The power for Ritual BJJ to terminate a membership under clause 2.4, above, cannot and will not be used to unlawfully discriminate against any member in breach of the equality provisions set out in the Equality Act 2010.

3. TRAINING SAFETY AND MEMBER SAFEGUARDING

- 3.1. Ritual BJJ coaches and instructors will actively monitor mat space during sparring sessions to ensure that the mat does not become dangerously overcrowded.
- 3.2. Ritual BJJ maintains a dedicated Safeguarding Policy and a Designated Safeguarding Lead ("DSL"). Any welfare concerns, injuries, or disclosures will be handled promptly, confidentially, and in accordance with any relevant legal requirements.

4. MEMBER RESPONSIBILITIES

- 4.1. BJJ is a very close contact activity and, therefore, hygiene and personal care are of utmost importance to enable Ritual BJJ to offer a safe and clean training environment. It is therefore essential and non-negotiable that all members (and all people participating in training at Ritual BJJ) ensure that:
 - (a) Gis, rashguards, and training attire are washed and completely dry prior to every class.
 - (b) Fingernails and toe nails are trimmed short and kept smooth at all times.

- (c) You do not step onto the mats at any time if you have any contagious skin condition (including but not limited to ringworm and staphylococcus infection etc).
 - (d) You do not to step onto the mats at any time if you have an open/unbandaged wound (if the coach/instructor reasonably believes that any physical injury or wound you have is likely to cause an unacceptable risk to you or your training partners, then the coach/instructor has the right to exclude you from that training session).
 - (e) You do not enter Ritual BJJ premises at all if you are unwell with any potentially contagious illness (including but not limited to the common cold and flu etc).
 - (f) All jewellery, body piercings, metal hair clips, watches, etc, must be removed before stepping onto the mats to train or spar.
 - (g) Footwear must be worn to enter the club and up to mat side, but all footwear must be removed **before** you step onto the mats. Absolutely no outside footwear must be worn on the mats at any time. If you have a disability or medical condition that means you are required to wear specific indoor only footwear, you must inform the coach/instructor **before** stepping onto the mats.
- 4.2. Members as well as the parents/guardians of any member under 18 agree that they will treat all other members, participants, coaches, instructors, staff, volunteers, parents/guardians, and all other people within the Ritual BJJ community with dignity and respect at all times. This also applies to all coaches, instructors, staff, and regular volunteers at Ritual BJJ. If any member has any concerns about the behaviour that may breach this requirement, then those concerns can be reported to the Designated Safeguarding Lead and/or the Deputy Designated Safeguarding Lead (the contact details of which can be found in the Safeguarding and Protection Policy).

5. MAT CONDUCT AND SPARRING ETIQUETTE

- 5.1. Ritual BJJ strives to provide a safe and inclusive training environment and, therefore, it is essential that all members are given the opportunity to participate in sparring. It is therefore expected that all members will, when participating in sparring activities, be open to sparring with the full range of members within the club. This includes (but is not limited to) ensuring that the women and junior members (where junior members are permitted to train in specific adult classes) are not left at mat side without a sparring partner (although it is of course acceptable for members to choose to sit out any rounds).
- 5.2. Notwithstanding clause 5.1, it is essential that all participants are able to feel safe when training and/or sparring and, therefore, it is completely acceptable for any person to politely decline to drill and/or spar with any other member.

- 5.3. All members must recognise that BJJ is inherently a physically demanding and potentially dangerous activity and, therefore, it is essential to tap (verbally and/or physically) as soon as a submission is in place, to prevent physical injury. It is not worth getting injured or getting put to sleep for the sake of a training session – tap early and go again. If you are applying a submission to a training partner and they tap (whether verbally and/or physically) you must **immediately** release the submission and all pressure off your training partner.
- 5.4. You must ensure that your training is at all times measured and controlled according to the particular situation. For example, it would be reasonable to use more top pressure when sparring with an adult partner who is bigger/heavier than you, but the same level of top pressure would be unacceptable if/when sparring with a younger/smaller sparring partner.
- 5.5. You must avoid erratic or reckless movements during all training and (particularly) sparring sessions. You must only use moves and submissions that are appropriate to your experience and skill level. Higher belts and more experienced people may be using moves and techniques which would be inappropriate for lower belts or less experienced people.

6. PARENTS & GUARDIANS

- 6.1. This part of the Code of Conduct applies to the parents/guardians of any member who is under 18 years of age. It is not required for parents/guardians to remain on the premises, but there must be an appropriate emergency contact number provided to Ritual BJJ to ensure that a suitable adult can be contacted in the event of an emergency and/or medical event etc.
- 6.2. Parents/guardians may be allowed to observe classes from designated spectator area, but this is at the discretion of the coach/instructor.
- 6.3. If the coach/instructor permits parents/guardians to observe a class, the parent/guardian must not shout instructions, critique techniques, attempt to coach from the sidelines, or otherwise interfere with the training session. Coaching is strictly the responsibility of the coach/instructor (and any assistants under the supervision of the coach/instructor).
- 6.4. Parents/guardians must at all times respect the coaches, instructors, assistant/trainee coaches/instructors, any other Ritual BJJ staff or volunteers. There is a zero tolerance to any abusive or disrespectful behaviour in this regard.
- 6.5. Parents/guardians must ensure that the under 18 member for which they are responsible properly understands the requirements of, and at all times complies with, this Code of Conduct.

- 6.6. Whenever a member under 18 years of age is attending Ritual BJJ premises, it is the parent/guardian's responsibility to ensure that the member enters the mat area and is brought to the attention of the coach/instructor **before** the parent/guardian leaves the premises.
- 6.7. Parents/guardians must ensure that their child attends with adequate water and equipment/supplies suitable to their individual needs.

7. PUNCTUALITY

- 7.1. It is expected that all members will arrive in good time to commence class, but it is accepted that this is not always possible. If you arrive late for a class, you should get changed promptly and draw your presence to the attention of the coach/instructor before you commence training.

8. ENFORCEMENT AND COMPLIANCE

- 8.1. This Code of Conduct, along with the Wavier agreed via the MAAT app, form the contract between Ritual BJJ and its members (or the parents/guardians of members who are under 18 years of age).
- 8.2. In the event that a member acts in breach of any provision of this Code of Conduct, the head coach (or someone acting on behalf of the head coach) will give warnings as follows:
- (a) Verbal warning for a first or minor infraction.
 - (b) Written warning for a more serious first infraction or a repeated minor infraction.
 - (c) Temporary or permanent suspension of membership if, following a written warning, the member acts in further breach of the Code of Conduct. Please note that the breach does not need to be the same as any earlier breach(es).
- 8.3. In the event of a serious or dangerous breach of the Code of Conduct, the head coach has the right to suspend or terminate a membership with immediate effect. For the avoidance of doubt, any breach of the position of trust and power provisions as set out in paragraph 6.1(f) of the Safeguarding and Protection Policy will automatically be considered a serious breach of this Code of Conduct.
- 8.4. Where a breach of the Code of Conduct is committed by a member who is under 18 years of age, the warnings etc detailed above will be communicated to the appropriate parent/guardian.
- 8.5. In the event that any person's membership and/or participation within the Ritual BJJ community is terminated, the head coach (or someone acting on behalf of the head coach) will communicate that termination, as well as the reason(s) for the termination, to the affected member in writing as soon as practicable. Where the notice is sent by digital means (such as email, WhatsApp, SMS Text Message etc) it shall be deemed served upon the affected member immediately. Where the notice

is sent by post, it shall be sent by first class mail (not recorded) and shall be deemed served upon the member on the affected member on the second business day after posting.

- 8.6. Where any person's membership and/or participation within the Ritual BJJ community has been terminated as set out in clause 8.5, above, the affected member will then have a right to challenge the termination by submitting an appeal to the Ritual BJJ Leadership Committee. Any such appeal must be in writing and must be submitted within 28 calendar days of the termination notice being served upon the affected member and appeal notice must set out the basis for the challenge. The Ritual BJJ Leadership Committee shall review the appeal notice and will arrange for a formal meeting to take place either in person or online to discuss the termination and the appeal. The meeting will be held as soon as practicable and in any event within 45 days of the termination notice being served. The meeting will be attended by 3 members of the Ritual BJJ Leadership Committee, but the attending committee members shall not include the person who decided and/or communicated the termination to the affected member. The affected member shall have the right to be accompanied to the meeting. Following the meeting, the Ritual BJJ Leadership Committee will notify the affected member, no later than 14 days after the meeting, of the outcome. The outcome will either be to confirm the termination, rescind the termination, or rescind the termination but impose membership restrictions. The decision of the Ritual BJJ Leadership Committee is final.

9. UPDATES TO THE CODE OF CONDUCT

- 9.1. Ritual BJJ has the right to update this Code of Conduct from time to time.
- 9.2. Any update will be communicated to members via message on the MAAT app or any other written means (the choice of notice method is at the reasonable discretion of the head coach of Ritual BJJ).
- 9.3. In the event that Ritual BJJ does update this Code of Conduct, members (or parents/guardians of members who are under 18 years of age) will be given no less than 28 days' notice of the change.
- 9.4. If the member (or parent/guardian) does not agree to the change, then that choice must be communicated to the head coach **before** the 28 day notice period expires. In that situation, the members' membership shall automatically terminate upon the expiry of the 28 day notice period.
- 9.5. If the member (or parent/guardian) does not communicate their opposition to the Code of Conduct update to the head coach **within** the 28 day notice period, then the member (or parent/guardian) shall be taken to have accepted the update and the contract between Ritual BJJ and the member (or parent/guardian) will be updated accordingly to include the updated version of the Code of Conduct.