

# GB Wushu Kungfu Federation (GBWKF)

(Honouring Heritage, Advancing Wushu in Britain.)



## Code of Conduct & Ethics Policy

**Approved by:** Board of Directors

**Applies to:** All Affiliated Groups, Officers, Coaches, Staff, Volunteers, Athletes and Officials

**Review Cycle:** Annual

**Status:** Mandatory Policy

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## 1. Introduction

The Great Britain Wushu Kungfu Federation (GBWKF) upholds the highest standards of conduct as a national governing body for authentic Chinese martial arts in the United Kingdom. This policy sets out the ethical, behavioural and professional expectations required of all individuals and Groups operating under, on behalf of, or in association with GBWKF.

The standards in this policy support the Federation's legal responsibilities under its Articles of Association, its safeguarding duties, and its commitment to preserving integrity, safety and professionalism throughout Chinese martial arts.

### ARTICLES OF ASSOCIATION-1

Compliance with this Code is a condition of participation in all GBWKF programmes, activities, membership categories, events and representative roles.

## 2. Purpose

This policy establishes:

- The ethical standards expected across the Federation.
- Clear expectations for behaviour, professionalism, safeguarding, governance and representation.
- The procedures for addressing breaches of conduct.

Its purpose is to ensure that GBWKF maintains a safe, lawful, respectful and high-performing environment in line with its community-benefit objectives.

## 3. Scope

This Code applies to:

### 3.1 Individuals

- Directors, Executive Committee members, officers and sub-committee members
- Coaches, instructors, judges, referees and technical officials
- Volunteers, staff and contracted personnel

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- Athletes and participants in GBWKF programmes
- Representatives acting in any GBWKF capacity

## 3.2 Groups

- All affiliated clubs, schools, associations and Groups recognised under Federation Membership categories (Provisional, Full and Honorary)
- Any organisation operating under licence or authorisation from GBWKF

## 4. Core Values

All individuals and Groups must uphold the following principles:

### 4.1 Respect

Treat all people fairly, professionally and without discrimination, including on the basis of age, gender, race, ethnicity, ability, religion or background.

### 4.2 Integrity

Act honestly, ethically and transparently. Avoid conflicts of interest and adhere to governance procedures.

### 4.3 Safety

Promote safe practice, safeguarding, welfare, health and wellbeing. Prioritise the safety of children and vulnerable adults at all times.

### 4.4 Excellence

Commit to high standards in coaching, training, judging, administration and organisational conduct.

### 4.5 Professionalism

Represent GBWKF in a manner consistent with its national governing functions, community obligations and public-benefit mandate.

## 5. Expected Standards of Behaviour

### 5.1 All Personnel (Directors, Staff, Coaches, Officials, Volunteers)

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Individuals must:

- Act as positive role models and ambassadors for GBWKF.
- Comply with all internal policies, safeguarding procedures and regulatory requirements.
- Maintain appropriate professional boundaries, especially with children and vulnerable adults.
- Respect confidentiality and handle data in accordance with legal requirements.
- Avoid discriminatory, aggressive, abusive or intimidating conduct.
- Conduct themselves responsibly online, avoiding posts that may harm GBWKF's reputation or breach confidentiality.
- Uphold fair play, anti-doping standards and ethical martial arts practice.
- Report safeguarding, welfare or safety concerns immediately.

## 5.2 Athletes and Participants

Athletes must:

- Show respect to instructors, officials and other participants.
- Refrain from inappropriate, disruptive or unsafe behaviour.
- Attend training, assessments and events punctually and prepared.
- Care for equipment, shared facilities and training environments.
- Follow the instructions of qualified GBWKF coaches and officials.

## 5.3 Affiliated Groups and Clubs

Affiliated Groups must:

- Meet all eligibility criteria under Articles 27A–27G.

### ARTICLES OF ASSOCIATION-1

- Comply with safeguarding, governance and welfare requirements.
- Maintain accurate registration of students under the Federation.
- Ensure only qualified personnel deliver coaching or officiating.
- Represent GBWKF professionally at all times, including in public, online and at competitions.

## 6. Prohibited Conduct

Breaches include, but are not limited to:

### 6.1 Misconduct

- Bullying, harassment, discrimination or victimisation
- Abusive, threatening or aggressive behaviour
- Breaches of safeguarding rules or inappropriate conduct with minors

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- Unsafe coaching or training practices
- Misuse of Federation property, funds, branding or status

## 6.2 Reputational Damage

- Public statements or online activity that compromise GBWKF's integrity
- Misrepresentation of status, qualifications or affiliations
- Actions that bring GBWKF or its members into disrepute

## 6.3 Administrative or Governance Breaches

- Failure to comply with membership standards
- Providing false or misleading information
- Possible financial misconduct or conflicts of interest
- Non-compliance with Federation policies or Articles of Association

## 7. Consequences of Breaches

Disciplinary outcomes may include:

- Verbal warning
- Written warning
- Suspension from activities, programmes or events
- Removal from roles, committees or membership status
- Withdrawal of affiliation for Groups
- Referral to statutory or legal authorities where required
- Permanent exclusion from GBWKF activities

The Executive Committee is authorised to apply disciplinary measures under Article 11D(e).

ARTICLES OF ASSOCIATION-1

## 8. Complaints Procedure

- Concerns may be raised with the GBWKF Executive Committee, Directors or designated officer.
- All complaints will be handled impartially, confidentially and within a reasonable timeframe.
- Where appropriate, an investigation will be initiated and an outcome formally issued.
- Appeals may be submitted in line with the Federation's Disciplinary & Appeals Policy.

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## **9. Reporting Mechanisms**

### **9.1 Safeguarding**

Safeguarding concerns must be reported immediately to the Designated Safeguarding Lead (DSL) or the Safeguarding & Welfare Committee.

### **9.2 Health & Safety**

Concerns relating to equipment, facilities or practices should be submitted to the Health & Safety Officer.

### **9.3 Whistleblowing**

Serious concerns regarding misconduct, fraud, breaches of duty or governance should be reported under the Whistleblowing Policy.

## **10. Governance Framework**

This policy operates alongside:

- GBWKF Articles of Association (CIC)
- Safeguarding Policy
- Equality, Diversity & Inclusion Policy
- Disciplinary & Appeals Policy
- Membership Regulations
- Events & Competition Regulations
- Data Protection & Confidentiality Procedures

Where conflict arises, safeguarding requirements take precedence.

## **11. Review**

This policy will be reviewed annually by the Board of Directors or sooner if required due to legislative, safeguarding or organisational changes.