



Company number 16601722

Code of Conduct Policy

Document Version: 1.1 Effective Date: 30th July 2025 Review Date: 30th July 2026

1. Purpose

This Code of Conduct sets out the standards of behaviour expected from all those involved with UKFP. It exists to promote a safe, respectful, and high-performing environment across our clubs, camps, and events.

2. Scope

This policy applies to:

- Employees (coaching and administrative)
- Contracted coaches and session leaders
- Fencers (of all ages)
- Parents and guardians
- Visitors, volunteers, and external partners

It applies at all UKFP-run venues, training camps, competitions, school sessions, and while representing UKFP externally.

3. Expected Standards of Behaviour

3.1 Respect & Professionalism

- Treat all individuals with dignity and courtesy, regardless of age, background, ability, or role.
- Listen to and respect coaching, officiating, and administrative decisions.
- Avoid aggressive, disruptive, or discriminatory behaviour.

3.2 Health & Safety

- Comply with all safety guidance from UKFP staff and signage at venues.
- Use fencing equipment responsibly and report damage or hazards immediately.
- Follow emergency and safeguarding procedures without delay.

For coaching staff:

- Adhere to British Fencing's coaching standards and safety guidelines as a baseline for best practice.

3.3 Safeguarding & Conduct with Minors

- Maintain appropriate professional boundaries with all participants, especially minors.
- Never engage in one-to-one situations behind closed doors.
- Immediately report safeguarding concerns to the Designated Safeguarding Officer.

3.4 Fair Play & Training Environment

- Coaches and fencers are expected to uphold the spirit of the sport and show respect to opponents.
- Refrain from disruptive sideline coaching.
- Parents should support a positive learning environment and avoid confrontation with staff, officials, or other families.

3.5 Away Events

- All participants must follow instructions from UKFP leaders.
- Behaviour during travel and downtime must be respectful and safe.
- Fencers must not leave venues or accommodation without permission from a UKFP leader.

3.6 Communication & Social Media

- Communicate respectfully in person and online.
- Do not post harmful, offensive, or confidential content relating to UKFP or its members.

- Coaches and staff should avoid inappropriate personal contact with fencers via social media or messaging apps.

3.7 Dress & Appearance (Safety-Focused)

- All participants must wear appropriate and approved safety equipment when training or competing.
- Coaches must ensure that fencers are kitted appropriately before any fencing activity begins.
- Footwear must be suitable for sport and venue use.
- Where possible, coaching staff should wear UKFP-branded clothing that reflects the club they are representing when acting in a professional capacity.

4. Prohibited Conduct

Bullying, harassment, or intimidation of any kind. Discriminatory language or behaviour. Reckless behaviour that endangers self or others. Use of illegal substances at UKFP venues or events. Deliberate damage to property or equipment.

5. Parental Responsibilities

Parents and guardians are responsible for their child's conduct, attendance, and punctuality. They must also ensure their child has adequate travel plans to and from all UKFP events and venues.

6. Reporting Concerns

Concerns about breaches of this Code should be reported to a coach, venue supervisor, or UKFP director. Safeguarding matters must be escalated directly to the Designated Safeguarding Officer.

7. Breaches and Consequences

Failure to follow this Code may result in:

- Verbal or written warnings
- Suspension or removal from training, events, or camps
- Termination of contracts or expulsion from UKFP clubs

All breaches will be dealt with fairly and proportionately, in line with UKFP's Disciplinary Procedure.

8. Review and Awareness

This Code is reviewed annually or when circumstances require. It is issued to all staff, contracted coaches, athletes, and parents upon joining UKFP or registering for a programme.