



Volunteer Code of Conduct

Version: V2

Effective Date: 07th May 2026

Review Date: 07th May 2029

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Introduction

Taekwondo Council UK (TCUK) recognises the important contribution volunteers make to the delivery, development, governance, safeguarding, and operation of Taekwondo activities.

This Code of Conduct sets out the standards of behaviour, safeguarding expectations, welfare responsibilities, and professional conduct expected from volunteers involved in TCUK-affiliated activity.

This Code applies to volunteers excluding licensed instructors, coaches, referees, and officials who may also be subject to additional role-specific Codes of Conduct and governance requirements.

1. Scope

This Code applies to:

- volunteers,
- event helpers,
- support personnel,
- committee volunteers,
- welfare support volunteers,
- administrative volunteers,
- and anyone undertaking voluntary activity on behalf of Taekwondo Council UK or affiliated organisations.

This Code applies across:

- training activities,
- competitions,
- events,
- seminars,
- camps,
- travel,
- online activity,
- and social media interaction.

2. Expected Standards of Conduct

Volunteers are expected to:

- act honestly, respectfully, responsibly, and appropriately,
- promote safe, inclusive, and positive participation,
- support safeguarding, welfare, and participant wellbeing,
- behave in a manner that reflects positively on TCUK and the sport,
- treat all individuals fairly, respectfully, and without discrimination,
- support ethical participation and good sportsmanship,
- cooperate appropriately with instructors, officials, volunteers, safeguarding personnel, and organisers,
- follow reasonable instructions and safety arrangements,
- maintain appropriate professional and personal boundaries,
- and contribute positively to a safe and supportive environment.

Volunteers must not:

- engage in abusive, bullying, discriminatory, intimidating, offensive, or inappropriate behaviour,
- misuse their role or position for personal benefit,
- engage in unlawful activity,
- consume or be under the influence of illegal substances while undertaking volunteer responsibilities,
- or behave in a manner that may place participants, volunteers, or the organisation at risk.

3. Safeguarding Responsibilities

Volunteers are expected to:

- support and follow TCUK safeguarding policies and procedures,
- promote participant welfare and safety,
- report safeguarding or welfare concerns appropriately,
- cooperate with safeguarding processes and investigations where required,
- and maintain appropriate boundaries with children and adults at risk.

Volunteers should:

- avoid situations where they are alone with children where reasonably avoidable,
- avoid unnecessary physical contact,
- avoid inappropriate communication or social media interaction,
- and ensure interactions remain appropriate, respectful, and related to Taekwondo activity.

Volunteers must not:

- engage in grooming, exploitative, coercive, sexualised, or inappropriate behaviour,
- abuse positions of trust,
- or place themselves or others in situations that may create safeguarding concerns or reputational risk.

Current safeguarding contacts, reporting routes, safeguarding guidance, and support information can be found via the TCUK safeguarding section of the website:

<https://tkdngb.co.uk/en/members-area/safeguarding>

4. Safer Recruitment and Suitability

Where applicable, volunteers may be required to:

- complete safeguarding declarations,
- undertake identity verification,
- complete DBS/Disclosure/Access NI checks,
- comply with probation arrangements,
- and cooperate with safeguarding, governance, or compliance processes.

Certain volunteer roles may be restricted or withdrawn where appropriate safeguarding or suitability requirements are not met.

5. Inclusion and Respect

TCUK is committed to promoting:

- equality,
- dignity,
- inclusion,
- accessibility,
- and respectful participation.

Volunteers are expected to:

- contribute to a welcoming and inclusive environment,
- avoid discriminatory behaviour or language,
- support participant welfare and inclusion,
- and treat all individuals fairly and respectfully.

Current inclusion guidance and support information can be found via the TCUK inclusion section of the website:

<https://tkdngb.co.uk/en/members-area/inclusion>

6. Social Media and Communication

Volunteers are expected to:

- communicate appropriately and respectfully,
 - avoid offensive or inappropriate content,
 - maintain professional boundaries,
 - protect confidentiality where required,
 - and avoid behaviour that may damage participant welfare, safeguarding, or the reputation of TCUK.
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7. Breaches of this Code

Behaviour inconsistent with this Code may result in:

- informal guidance,
 - safeguarding or welfare intervention,
 - additional training requirements,
 - temporary restriction of duties,
 - disciplinary action,
 - suspension,
 - removal from volunteer activity,
 - or referral through safeguarding, disciplinary, or statutory procedures where appropriate.
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8. Governance and Review

This Code will be reviewed periodically to ensure continued alignment with:

- safeguarding standards,
 - governance expectations,
 - participant welfare,
 - inclusion commitments,
 - and best practice.
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Conclusion

Taekwondo Council UK values the contribution of volunteers and recognises their importance in supporting safe, respectful, inclusive, and well-managed Taekwondo activity.

All volunteers share responsibility for promoting participant welfare, safeguarding, inclusion, and the positive reputation of the sport.

Approval

Approved operationally by: TCUK CEO & Safeguarding Team

Date: 07th May 2026

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Subject to formal Board ratification at the next Board meeting

Next Review Date: 07th May 2029