ENGLAND BOXING CODE OF CONDUCT

Impact implementation for boxing and fitness activities

EFFECTIVE: SEPTEMBER 2026 | REVIEW: SEPTEMBER 2027 | IMPACT AP

1 | STATUS AND AUTHORITATIVE CODE

This is Impact's local implementation policy for boxing-related learning; it is not an England Boxing-issued or approved replacement code. Affiliated participants must read and follow the current official England Boxing Code of Conduct and relevant rules. The official version is available through englandboxing.org/clubs/compliance-policies/. Check the current version before affiliated activity and resolve queries with England Boxing.

2 | SCOPE AND SEPARATION OF ROLES

Applies to learners, staff, coaches, volunteers, spectators and providers involved in Impact boxing or fitness sessions. Distinguish an AP lesson from club membership, sparring and sanctioned competition. Participation in education does not automatically authorise contact boxing or entry to an affiliated event. Record which organisation leads the activity and holds the relevant duties.

3 | RESPECT AND INCLUSION

Set expectations for respectful language, fair play and safe behaviour before a session. Challenge discrimination, intimidation, threats and humiliation promptly. Learners can ask questions, stop an activity and report concerns without retaliation. Staff must not use aggressive coaching, public ridicule or pressure to continue through distress as a way of proving commitment.

4 | COACH SUITABILITY AND COMPETENCE

Before deployment verify the coach's relevant qualifications, safeguarding suitability, insurance and competence for the exact activity. Set clear boundaries for mentors, assistants and volunteers; do not allow a role title to imply permission beyond training. Agree supervision and first-aid cover. Record checks and any limitations in the provider or staffing arrangements.

5 | SAFE SESSION PLANNING

Assess individual needs, medical information, experience, physical development, communication and behaviour support. Check space, equipment, hygiene and activity intensity before use. Explain safe technique and stopping signals. Separate drills, conditioning and any contact work in the plan. An ordinary PE consent or general fitness risk assessment does not automatically cover sparring.

6 | CONTACT WORK AND COMPETITION

No sparring or competition takes place without separate authorisation, appropriate consent, medical and eligibility checks, qualified supervision and the current governing-body rules. Confirm participant matching and equipment for that event or session. If a requirement is unclear or cannot be met, do not proceed. Staff must not invent local exceptions to make a bout or activity possible.

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7 | HEALTH, WEIGHT AND WELFARE

Support safe hydration, food, rest and age-appropriate activity. Do not impose dehydration, rapid weight cutting, unsafe exercise or public weigh-ins as an AP learning requirement. Stop for injury, illness or concerning symptoms and obtain appropriate first aid or clinical advice. Return after injury or suspected concussion follows qualified advice and applicable sport rules, not pressure to compete.

8 | BOUNDARIES AND COMMUNICATION

Use approved work communications and transparent supervision. No private social-media contact, secret gifts, humiliating filming or unsupervised changing-room access. Physical guidance must be necessary, explained and appropriate to the activity. Report possible adult-boundary concerns through the relevant safeguarding route even if the coach is well known or successful in sport.

9 | REPORTING AND ESCALATION

Report immediate learner-welfare concerns to Kate or Kirsty; concerns about Kate or a conflicted person use Fiona or Jennifer and the LADO route as appropriate. For England Boxing safeguarding advice: safeguarding@englandboxing.org; 07590 600 001. Statutory safeguarding or emergency referrals must not wait for a sports-disciplinary process. Call 999 for immediate danger.

10 | RECORDS AND REVIEW

Keep activity plans, relevant consents, suitability checks, injuries, incidents and provider responsibilities securely. Review learner experience and safety after sessions and changes. Handle ordinary sporting complaints through the appropriate club or England Boxing process while preserving Impact's own complaints and safeguarding duties. The Principal checks that published descriptions do not imply unverified affiliations, qualifications or approvals.

11 | POLICY CONTROL AND REVIEW

Policy owner: Kate Willis, Principal and Proprietor. Effective date: September 2026. Scheduled review: September 2027, or sooner after relevant changes, incidents or feedback. Record actual governance approval and implementation decisions and brief staff on their duties. These policy dates do not assert that approval, staff training or operational checks have already occurred. Use the Complaints or independent reporting route for concerns about implementation.

12 | SOURCES AND RELATED DOCUMENTS

England Boxing official Code of Conduct and safeguarding procedures; this PDF is an Impact implementation document.

englandboxing.org/clubs/compliance-policies/; englandboxing.org/clubs/child-protection-and-safeguarding/policies-and-procedures/

Check current versions and apply according to Impact's legal and commissioning status.