



Collaborative Working Policy & Guidelines

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BRITISH TAEKWONDO® COLLABORATIVE WORKING POLICY & GUIDELINES

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Author: Tom Stammer
Editor: William Darlington

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Send enquiries about this publication to bill.darlington@britishtaekwondo.org.

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(1) Foreword

This Section explains why British Taekwondo needs Collaborative Working Guidelines and what happens if it they are not followed.

British Taekwondo, as the National Governing Body (NGB) for World Taekwondo Federation (WTF) Taekwondo in the United Kingdom, is tasked with managing the interests of all member clubs in the UK. This includes management of any boundary issues between its Clubs, Member Groups and Individual Members.

If there is an issue between the Clubs, Member Groups and/or Individual Members then a complaint may be made under the British Taekwondo Disciplinary Procedures. In such cases, an investigation would take place and a decision reached in accordance with the processes described within the Disciplinary Procedure.

Of course, we see any disciplinary action as a last resort. It is therefore in the interests of everyone that Clubs, Member Groups and Individual Members adhere to these guidelines.

(2) Fair Competition Policy Statement

This is British Taekwondo's Policy for Collaborative Working.

Every Taekwondo Club has the right to apply directly for membership to the NGB for Taekwondo in the UK, i.e. British Taekwondo.

British Taekwondo, as the NGB for WTF Taekwondo in the United Kingdom, is keen to minimise disruption between its Clubs, Member Groups and Individual Members resulting from issues of competition between Clubs, Groups or Individuals.

British Taekwondo provides these guidelines to help Clubs, Member Groups and/or Individual Members better manage, through a structured process, any issues that might arise.

Should a formal complaint be made, this will be managed under the British Taekwondo Disciplinary Procedures but the outcome will take into account these guidelines.

The intention is to provide a framework for collaboration and fair competition between Clubs, Groups and Members.

(3) Club Locations

This guidance is provided to help Clubs and Member Groups expand without causing unfair competition with existing Clubs or Member Groups within a geographical area.

The recommended distance guidelines between new and existing Clubs (whether direct British Taekwondo Member Clubs or Member Group Clubs) is given as follows:

Rural/Less populated areas	2 miles
Dense populated/Inner City areas	1 mile

This is a guideline only, accepting that there could be some exceptional circumstances (for example Clubs in very densely populated inner city areas such as London).

Final agreement must be made between the new Club Instructor and any existing Club Instructors.

Failure to agree should be passed to the Council of British Taekwondo for resolution.

(4) Poaching

Poaching of Members or Clubs is strictly prohibited.

'Poaching' in Taekwondo terms is defined as *actively seeking illicit encroachment on another person's Club or Members*. Poaching is therefore strictly prohibited under this policy.

This specifically includes the following forms of poaching:

- Between Member Groups and British Taekwondo
- Between British Taekwondo Clubs
- Between or within Member Groups
- Of Members by Instructors
- Of Member by Members
- Of Members by Parents

The use of social media is now recognised as an easy tool to utilise in attracting new members but it must never be used for poaching as referred to above.

(5) Club Transfer

The transfer of Clubs from British Taekwondo to Member Groups or vice versa is discouraged but, if it is necessary, it must be managed by agreement.

The transfer of Clubs between British Taekwondo and Member Groups is discouraged in all cases as it can lead to bad feeling and issues between Clubs/Member Groups.

Should transfers be preferred or necessary the following guidelines for permission will apply:

Transfer a British Taekwondo Club to a Member Group	Requires written approval from the Council of British Taekwondo.
Transfer a Member Group Club to British Taekwondo	Requires the written approval of the Group President and the Council of British Taekwondo.
Merge Member Groups	Requires the agreement of the Member Group Presidents and the written approval of the Council of British Taekwondo.
Transfer British Taekwondo Clubs between internal groups of British Taekwondo Clubs (e.g., between Quest, Koryo, Kang Han etc.)	Requires the written approval of the Council of British Taekwondo.

In any cases of disagreement, the Council of British Taekwondo will have the final judgement. There will be no Appeal in this regard. Any issues passed to the Council for judgement must contain detailed explanations of all issues and reasons as to why the request is being made.

(6) INDIVIDUAL MEMBER TRANSFER

The transfer of Individual Members from British Taekwondo Clubs to Member Groups or *vice versa* is discouraged but, if it is necessary, it must be managed by agreement.

The transfer of Members between British Taekwondo Clubs and Member Groups is discouraged in all cases as it can lead to bad feeling and issues between Clubs/Member Groups.

Should transfers be preferred or necessary the following rules for permission will apply:

Transfer an individual British Taekwondo Member between British Taekwondo Member Clubs	Must be agreed in advance by the Club Instructors.
Transfer an individual British Taekwondo Member from a British Taekwondo Member Club to a Member Group Club	Must have the written approval of the Council of British Taekwondo and the Group Member President.
Transfer an individual Group Member from a Group Member Club to a British Taekwondo Club	Must have the written approval of the Group Member President and the Council of British Taekwondo.

In any cases of disagreement, the Council of British Taekwondo will have the final judgement. There will be no Appeal in this regard. Any issues passed to the Council for judgement must contain detailed explanations of all issues and reasons as to why the request is being made.