

Code of Conduct – For Coaches, Officials and Volunteers

The Code of Conduct is designed to support the club's child protection policies. It exists to promote a safe and enjoyable gymnastics experience for the members of our club.

Protecting the Rights of the Gymnast. Coaches must respect and champion the rights of every individual to participate in gymnastics. This includes providing an environment in which children are free from fear or harassment. Recognising the rights of performers to be treated as individuals. Encouraging performers to confer with other coaches if the need arises and encouraging them to move on as their ability increases, even if this means moving to a new coach. Promoting the concept of a well-balanced lifestyle for performers both within and outside of gymnastics.

The Relationship with the Gymnast: Coaches must develop a relationship with the gymnasts in their care based on openness, honesty, mutual trust, and respect. This includes being publicly open when working with gymnasts. Situations where a coach is working alone or unobserved with an individual must be avoided. Taking care when providing manual support. If a group of gymnasts need to be supervised in the changing room, coaches of the same sex should supervise in pairs. Coaches should never take a gymnast home with them, or to any other secured place, or transport gymnasts alone. Where the need arises, with parental permission, coaches may transport more than one child and, where possible, another adult. When a completely unavoidable situation arises, coaches should supervise in pairs and where possible supervise groups of children. Coaches should always be concerned for the safety, well-being, protection, and future of the gymnast. Revised: MAY 2023 Adult Coaches should not communicate on social networking sites, such as Facebook, with any K.D. gymnasts under the age of 18. If applicable, any such gymnast should be removed from your list of friends. The phoning and texting of gymnasts is to be discouraged.

Responsibilities – Personal Standards:

Coaches must demonstrate proper personal behaviour and always conduct. This includes:

Whilst representing the club coaches should wear club attire and be of a clean and tidy appearance with long hair neatly tied back.

Coaches should maintain good time keeping.

Coaches should call the club at least one hour before the class if they are unable to attend a session due to illness.

Coaches should attend full training sessions, including warm up periods.

Be always a good role model.

Responsibilities – Professional Standards:

To maximise benefits and minimise risks to athletes, coaches must attain a high level of competence through qualifications to ensure safe and correct practice. This includes:

Coaches must not misrepresent their qualifications, affiliations or professional competence to the club, club members or any form of the media.

Coaches must be qualified to coach at the level appropriate to the gymnasts in their group. Coaching qualification certificates must be presented to the Club Manager to keep on file.

Coaches have a professional obligation to the gymnasts to treat all allegations or suspicions of abuse seriously and with utmost discretion. The first point of contact for any matters relating to this is one of the Club Welfare Officers. Alternatively, coaches should raise their concerns with their mentor or head coach who will share the information with the Welfare Officers.

Coaches should not publicly criticise the club, fellow coaches, non-coaching staff, committee members, parents, guardians, or gymnasts in any branch of the media or to club members or parents. This includes social networking sites.

Any conflict between coaches should take place in private, not in front of members. Any disagreement that cannot be satisfactorily resolved through discussion and compromise should be reported to the head coach.

All matters concerning the business of the gym should be always kept confidential.

Coaches must not divulge any confidential information relating to a gymnast without consent.

All coaches have a professional duty of care. This extends to an obligation to record any accidents in the accident book. The Director of Coaches will immediately bring any accidents to the attention of the Health & Safety Officer.

Coaches must always discourage unsafe and inappropriate behaviour and, where necessary, are obliged to follow guidelines in the anti-bullying policy.

Revised: 25 MAY 2023 – Adult coaches should encourage good, clear communication with parents/guardians and be approachable to parents/guardians to hear any concerns. It is good practice to keep parents informed of children's progress.

Drugs, Alcohol and Criminal Convictions

The use of or being under the influence of drugs or alcohol whilst on the premises is strictly prohibited.

All coaches are required to complete a Enhanced DBS and present to the Club Manager a current valid DBS certificate prior to the start of work. If during their employment a coach is convicted of a criminal offence, they are obliged to report this to the Club Manager immediately.