**Park Wrekin College School of Gymnastics and Dance Ltd**

**Code of Conduct**

Individual Coaches and Officials are responsible for ensuring they conform to the standards of conduct, behaviour, equality of treatment, etiquette and good manners specified in these Standards and in all applicable BG Regulations and policies.

* Consider the well‐being and safety of participants before the development of performance.
* Develop an appropriate working relationship with performers based on mutual trust and respect.
* Hold the appropriate, valid qualifications, DBS, Safeguarding, British Gymnastics Membership and insurance cover.
* Make sure all activities are appropriate to the age, ability and experience of those taking part and ensure all participants are suitably prepared physically and mentally when learning new skills.
* Display consistently high standards of behaviour and appearance, dressing suitably and not using inappropriate language at any time whilst involved with club activities.
* Never consume alcohol immediately before or during training or events.
* Obtain prior agreement from the parent/guardian of performers before transporting them anywhere (training/competitions).
* Never have performers stay overnight at your home.
* Never exert undue influence over performers to obtain personal benefit or reward.
* Always report any incidents, referrals or disclosures immediately, following the appropriate guidelines set out in the British Gymnastics Safeguarding and Protecting Children Policy. [British Gymnastics Safeguarding Policy & procedures.](https://www.british-gymnastics.org/documents/departments/membership/safeguarding-compliance/safeguarding-and-protecting-children/5727-safeguarding-and-protecting-children-policy-1/file)
* Never condone rule violations or use of prohibited substances.
* Make sure that confidential information is not divulged unless with the express approval of the individual concerned.
* Promote the positive aspects of the sport (e.g. fair play).
* Encourage performers to value their performances and not just result.
* Accept and respect the role of judges and administrators, as well as the role of any employees or volunteers of affiliated bodies who assist in the administration of the sport of gymnastics.
* Don’t make any commitments on the club’s behalf without prior discussion and agreement with the Head Coach and club management committee.
* Report any serious breaches of any of British Gymnastics’ policies or standards and not take or threaten any action to discourage or penalise any other Member from doing so.
* Not make offensive or abusive remarks/jokes, derogatory comments, suggestive comments, or use unnecessary aggression or intimidation, or carryout unwelcome flirting, sexual advances or unnecessary touching, malicious gossip or call people by offensive nicknames within the gymnastics environment.
* Not discriminate against an individual or group of people as a direct or indirect result of their gender, age, ethnic origin, religion/ belief, sexual orientation, disability pregnancy, marriage/ civil partnership or political persuasion.
* Not cause offence or intimidation through non-verbal conduct and refrain from gestures that could be offensive.
* Not display offensive or inappropriate pictures, objects, written material (including slogans on clothing), tattoos, graffiti, flags or badges and social media posts.
* Not abuse or misuse any relationship of trust or position of power or influence.
* Report promptly any concerns, or present evidence or other information concerning any abuse or neglect of a child or adult at risk or other matter within the scope of the BG Safeguarding & Protecting Children Policy, and provide full particulars of the matter to BG.
* Not undermine or contradict another coach, or their coaching techniques, in front of the gymnasts. If there is an issue it should be discussed with the Head Coach directly.
* Always promote Park Wrekin Gymnastics Club and not speak negatively about the Club to anyone else within the gymnastics field. Any issues should be discussed with the Head Coach directly.
* Work as a team aiming to maintain the general 'style' of gymnastics coached at Park Wrekin.
* Follow all Club and Training Rules laid down by British gymnastics and Park Wrekin Gymnastics Club. Failure to do so will may result in disciplinary action.
* Arrive in good time to your session to allow sufficient time to set up and prepare.
* Mobile phones should not be used whilst coaching and must be put away in the staff area or weights room.

**By signing this document, you are agreeing to the following terms:**

1. I agree to abide by Park WrekinCoach/instructors code of conduct.
2. I acknowledge that the Park Wrekincommittee may take disciplinary action against me, if I breach the Coach/instructors code of conduct. I understand that Park Wrekin is required to implement the complaints handling procedure within the, and in accordance with, the principles of natural justice, in the event of an allegation against me.
3. I acknowledge that disciplinary action against me may include termination of my College School of Gymnastics and Dance Ltd employment or volunteering contract.

Name: Date: Signed

Christine Still, Head Coach

August 2024

**Park Wrekin Guidelines for Coaches**

At Park Wrekin Gymnastic Club we genuinely believe that every member should be treated with respect and their experience in the gym should be motivating and positive.

To help all coaches and assistants achieve this, we list below the behaviour that should be adopted by all of us. This is by no means exhaustive; I am sure you will all have ideas that should be included to make sure our gym is a great place to be.

* Rude or unpleasant behaviour is never acceptable from either gymnast or coach.
* Coaches should avoid shouting and should never be aggressive in any way.
* Name calling or ridiculing is not appropriate, even in jest.
* If a gymnast is upset, you must always stop and ask them what is upsetting them. Try your best to resolve the issue, allow the gymnast to continue training if safe to do so.
* Set manageable goals in conditioning and training. Help gymnasts achieve and exceed these goals through encouragement and support.
* Coaches should not photograph or film gymnasts on their own phone. Please use the Park Wrekin device available to you in the gym for sharing, this is for your own protection.
* If a gymnast is frightened of a move, find a way to build their confidence in a positive way. Extra matting, pads, support or slower progress are some examples. If this doesn’t help, accept it and move on with the session. Seek extra support from a head coach if needed.
* In order for gymnasts to have a positive competitive experience, they should only have moves in their routines that can be achieved in training.
* Respect and acknowledge gymnasts’ efforts. When finding solutions to problems, always assume the gymnast is trying their best.
* Always insist on safety in the gym.
* Coach in a positive manner, reward effort and deliver your corrections in a constructive and encouraging way.
* Regularly partake in professional development to ensure your coach/instructor knowledge is progressive and evolving as well as keeping up to date with current changes in rules and regulations.

***“A tidy gym is a safe gym!”***

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