



## Code of Conduct; Coaches, Instructors and Officials

Version	Date	Action
1	February 2024	New Policy

We are fully committed to safeguarding and promoting the well-being of all our members. The club believes that gymnasts, coaches, parents, instructors and officials associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, gymnasts, coaches, parents, instructors and officials are encouraged and asked to be open at all times and share any complaints or concerns they may have about any aspect of the club with Penketh Gymnastics Club Coaches and/or with the Club Welfare Officer.

**Points of contact at the club are:**

Club Chairperson and Head Coach – Sarah Muddimer – [info@penkethgymnastics.co.uk](mailto:info@penkethgymnastics.co.uk)

Club Secretary – Catherine McIlrow – [admin@penkethgymnastics.co.uk](mailto:admin@penkethgymnastics.co.uk)

Coach Representative – Emily Pope – [emily@penkethgymnastics.co.uk](mailto:emily@penkethgymnastics.co.uk)

Club Welfare Officer – Elizabeth Patten – [welfareofficer@penkethgymnastic.co.uk](mailto:welfareofficer@penkethgymnastic.co.uk)

**Coaches, Instructors and Officials shall:**

1. Not condone, or allow to go unchallenged, any breaches of these standards of conduct
2. Report, any serious breaches of any of Penketh Gymnastics Club and/or British Gymnastics' policies or standards and not take or threaten any action to discourage or penalise any other member from doing so
3. Follow all guidance laid down by Penketh Gymnastics Club and British Gymnastics

***Personal Behaviour***

4. Display consistently high personal standards, moderate and responsible behaviour and a favourable image that is befitting to their role in the sport at all times
5. Be reliable and arrive in good time before the gymnasts for classes/sessions they are coaching.
6. Adhere to the absence reporting required in their terms and conditions of employment giving as much notice as possible where illness prevents them from attending.
7. Promote the positive aspects of the sport
8. Not behave or conduct themselves in any other manner which could bring the sport of gymnastics, Penketh Gymnastics Club, British Gymnastics or its Affiliated Associations or Registered Clubs into disrepute or damage their reputation
9. Dress appropriately with safety considerations in mind and within the accepted traditions of the sport, jewellery should not be worn in a training session or competitive event and long hair must be tied back
10. Not consume alcohol or substances which may impact judgment, performance or behaviours before or whilst coaching, instructing or officiating, in excess at any gymnastics event, before driving on gymnastics business or while under the age of 18 during a gymnastics event or trip
11. Not smoke whilst coaching, instructing or officiating
12. Not make offensive or abusive remarks/jokes, derogatory comments, suggestive comments, or use unnecessary aggression or intimidation, malicious gossip or call people by offensive nicknames within the gymnastics environment

13. Not carry out unwelcome flirting, sexual advances or unnecessary touching within the gymnastics environment
14. Not bully, harass or discriminate against an individual or group of people as a direct or indirect result of their gender reassignment, age, ethnic origin, religion/ belief, sexual orientation, disability pregnancy, marriage/ civil partnership
15. Not cause offence or intimidation through non-verbal conduct and refrain from gestures that could be offensive
16. Not display offensive or inappropriate pictures, objects, written material (including slogans on clothing), tattoos, graffiti, flags or badges and social media posts
17. Not exert undue influence over gymnasts to obtain personal benefit or rewards

### ***Confidentiality***

18. Respect the confidentiality of information provided to them concerning participants or fellow Coaches, Instructors or and Officials, subject to any safeguarding requirements

### ***Competitions/ events***

19. Accept success and failure, victory and defeat, with dignity
20. Treat participants and others attending at any gymnastic event with dignity and respect
21. Not question the decisions of officials except through accepted procedures and ensure that differences of opinion or conflicts in respect of any competition decisions, are dealt with through proper and accepted processes
22. Not take bribes, bet on, attempt to manipulate results or be involved in any other form of corruption in relation to any gymnastics competitions
23. Obtain the permission of parent/guardian of gymnasts before transporting them to/from training/competitions

### ***Safeguarding***

24. Not abuse or misuse any relationship of trust or position of power or influence.
25. 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 British Gymnastics Safeguarding Policy and provide full particulars of the matter to the Club Welfare Officer in the first instance, following safeguarding policies and procedures.
26. Cooperate fully with Penketh Gymnastics Club and British Gymnastics and other relevant authorities when requested to disclose any documents, provide any evidence or other information and provide a written statement in connection with any investigation by Penketh Gymnastics Club, British Gymnastics or other authority
27. Not victimise, attempt to victimise or encourage the victimisation of any individual (or their parents, guardians or dependents) for raising concerns or making a Complaint.
28. Inform Penketh Gymnastics Club if they are arrested for or charged with a criminal offence
29. Inform Penketh Gymnastics Club of any criminal conviction, caution or warning issued by the police
30. Hold a valid up to date DBS check and relevant safeguarding qualifications as required by British Gymnastics
31. Never have a gymnasts stay overnight in your home
32. Not misrepresent their qualifications, registrations, affiliations or professional status

## **Coaching**

33. Hold a British Gymnastics coaching, instructing or judging qualifications appropriate to the activities their gymnasts are performing and only coach, instruct, or officiate over those disciplines, skills, and activities for which they are both qualified and capable
34. Consider the wellbeing and safety of the gymnast before the development of performance. They should follow all guidelines set down by British Gymnastics
35. Develop an appropriate working relationship with gymnasts based on mutual trust and respect and encourage gymnasts to value their individual performances and not just their results in competition.
36. Before coaching ensure daily briefings (sent via Whatsapp to the Trials & Info Group) have been checked and they are aware of any changes to the class including trial members, British Gymnastics membership updates and medical information.
37. Ensure all activities are appropriate to the age, ability and experience of gymnasts, ensuring they are both physically and mentally prepared when learning new skills
38. Never exert undue influence over gymnasts to obtain personal benefit or reward and always promote fair play and the positive aspects of the sport
39. Make themselves known to parents, guardians or carers of new gymnasts to ensure that gymnasts only leave the training venue with a known face (excepting where relevant permission to leave alone slip has been filed)
40. Ensure that gymnasts are fit to train and are to not promote continued training for an injured gymnast
41. Not disparage or intimidate gymnasts or seek to poach gymnasts from Penketh Gymnastics Club
42. Accept responsibility for the conduct of gymnasts coached or instructed by them
43. Not compromise gymnasts by advocating measures that contravene any competition rules to gain unfair advantage
44. Not coach or instruct a gymnast without prior agreement from the gymnast's own coach or instructor. Where a gymnast or their parents request a coach or instructor to agree to additional or alternative coaching this agreement shall not be unreasonably withheld or delayed. Acceptance of membership of a squad will imply agreement to be trained by other coaches
45. If coaching or instructing services are requested by a gymnast of another club, discuss the matter with that club and that gymnast's own coach or instructor
46. Not discuss the performance of a gymnast during a competition within the earshot of any coach, gymnast or member of the public
47. Not to engage in practices which are known to be harmful to the physical or psychological wellbeing of a gymnast, e.g. inappropriate or excessive weighing or restriction of access to food and fluids

Failure to adhere to the above standards and code of conduct may result in disciplinary action.

Please see separate disciplinary procedure and policy.