



Coaches Code of Conduct

The Coaches Code of Conduct is designed to support the club's child protection policies. It works in conjunction with the club procedures and British Gymnastics coaching guidelines. 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.
- Able to make good working relationships with parents , guardians and gymnasts

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, only BG advised techniques for spotting and handling should be used.
- 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.
- Never engage in rough or sexually provocative games.
- Never make suggestive remarks to a member – even in fun.

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- Never do things of a personal nature for a child that they can do for themselves, this includes assisting them in the changing room or toilets.
- Never share a bedroom with gymnasts on overnight excursions. When a completely unavoidable situation arises, coaches should supervise in pairs and where possible supervise *groups* of children.
- Coaches should at all times be concerned for the safety, well-being, protection and future of the gymnast.

Responsibilities – Personal Standards

Coaches must demonstrate proper personal behaviour and conduct at all times. This includes:

- Whilst representing the club coaches should wear club attire and be of a clean and tidy appearance.
- 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 a good role model at all times.
- Coaches are responsible for the gymnasts until collection

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, Gill Pelizzari and Carol Murray. 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 kept confidential at all times.

- Coaches must not divulge any confidential information relating to a gymnast without consent unless of a safeguarding nature where it is assessed that gaining consent will jeopardise the safety of the gymnast.
- 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, Amanda Hennessey.
- Coaches must discourage unsafe and inappropriate behaviour at all times and, where necessary, are obliged to follow guidelines in the anti-bullying policy.
- 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 CRB disclosure form and present to the Club Manager a current valid CRB certificate prior to the start of work. If during the course of their employment a coach is convicted of a criminal offence they are obliged to report this to the Club Manager immediately.

From November 2010 the club will comply with the Independent Safeguarding Authority