



The City of Glasgow Gymnastics Club

Code of Conduct

Introduction

Welcome to the City of Glasgow Gymnastics Club Code of Conduct. This document outlines the standard of behaviour that is required for all gymnasts, coaches and parents associated with the club. It has been created to ensure that everyone involved with the club enjoys a safe, friendly and welcoming environment.

The Code of Conduct should be adhered to by all when in the gym or representing the club at external training or competitions.

‘A High standard of behaviour is required by all concerned with the club’

The Code of Conduct

Club Members

All members should:

- Be polite and respectful to coaches, parents and other gymnasts
- Be well behaved
- Respect all other people's right to be in the gym
- Take care of the gym equipment
- Keep the gym tidy
- Remain in the gym unless given permission to leave
- Attend all training and competitions on time
- Keep your coach informed of all injuries and allergies
- Wear the appropriate kit for the session being attended
- Remove all jewellery and body piercings
- Try your hardest at all times
- Portray a positive attitude at all times
- Not use bad language
- Not eat or chew gum during a session
- Not consume alcohol or take drugs of any kind whilst representing the club at competitions and events
- Not publically criticise fellow, gymnasts, coaches or helpers
- All members should contact their coach if they are going to be unable to make training. **If members miss three or more sessions (without informing the coach) then their place will be given to another gymnast on the waiting list**

Coaches Code of Conduct

All coaches should:

- Abide by the Scottish Gymnastics Associations Child Protection and Equity policies and the Code of Practice for Coaches and Officials
- Adhere to Culture and Sport Glasgow employment terms and conditions regarding all personal conduct matters
- Apply the Code of Conduct in an equitable manner at all times
- Endeavour to establish good communication with the club, officials and parents for the benefit of all

Parents/Guardians Code of Conduct

All parents should:

- Treat all coaches, parents and gymnasts with respect
- Ensure that you do not discourage challenge or argue with officials
- Project a positive image of the club at all times
- Help your child to recognise good performance, not just results
- Never force your child to take part in sport
- Always ensure your child is dressed appropriately for the activity
- Parents should ensure that they keep their child's coach informed if their child is ill or unable to attend sessions. **If members miss three or more sessions (without informing the coach) then their place will be given to another gymnast on the waiting list**
- Pay any fees for training or events promptly
- Ensure that your children understand and abide by the Code of Conduct
- Share any concerns or complaints about any aspect of the club through the approved channels (SEE COMPLAINTS PROCEDURE)
- Never punish or belittle a child for poor performance or making mistakes – Making mistakes is part of learning
- Use correct and proper language at all times
- Ensure that your children attend all sessions on time
- Support club activities whenever possible
- Always collect your child promptly at the end of a session
- Conduct themselves at all times, in a correct manner that does not bring the club or sport of gymnastics into disrepute

Disciplinary Procedures

Breaches of the Code of Conduct perpetrated by gymnasts will be dealt with by the Committee in the first instance. Breaches perpetrated by parents are subject to the 'Complaints' procedure. Breaches perpetrated by a coach are subject to the Culture and Sport Glasgow employee terms and conditions.

Offences are categorised as follows:

1. Major offences are defined as actions that are likely to cause harm to others, acts of vandalism, consumption of illegal substances, failure to pay subscriptions, theft and bullying.
2. Minor offences are defined as bad language, incorrect dress code, disrespectful behaviour, leaving the gym without permission etc.
3. Any disciplinary issues that require further investigation will be dealt with by the disciplinary panel which will consist of, two committee members and a parent from another section.

CLUB COMPLAINTS AND APPEALS PROCEDURE

The following is a SAMPLE procedure in the event that any member feels that he or she has suffered discrimination in any way, or that the Club Rules, policies or Code of Conduct have been broken.

A. The matter should be reported to the Committee and **must be made in writing**. The report should include;

- Details of what, when and where the occurrence took place
- Any witness statement and names
- Names of others who have been treated in a similar way
- Details of any former complaints made about the incident, date, when and to whom this was made

B. The Club's Management Committee will meet for any hearings that are requested

C. The Club's Management committee will have the power to:

- Warn as to future conduct, with disciplinary action as appropriate
- Suspend from membership
- Remove from membership any person found to have broken the Club's Policies or Code of Conduct
- Remove or ban an individual from the facility

D. The person(s) reporting the matter will receive a written response from the Club Secretary as to the outcome.

If either party find the outcome unsatisfactory they have the right to appeal the decision.

Additional notes:

1. If the complaint is in respect of a child protection issue, the complaint should be directed to the Club's Child Protection Officer for the purposes of confidentiality
2. Most coaches are employees of Culture and Sport Glasgow and are subject to Culture and Sport Glasgow employee terms and conditions and as such complaints regarding coaches must be directed through Culture and Sport Glasgow's normal complaints procedure.



ACCEPTANCE OF CODE OF CONDUCT

I have read the City of Glasgow Gymnastics Clubs Code of Conduct for gymnasts, parents and coaches and agree to adhere to the Code of Conduct

Name of Gymnast _____

Signature _____

Date _____

Name of Parent/Guardian _____

(For gymnasts under age 18)

Signature _____

Date _____

I also agree to abide by the terms and conditions in respect of the payment of monthly fees, annual SGA membership and any other payments that may become due.

Name of Gymnast _____

Signature _____

Date _____

Name of Parent/Guardian _____

(For gymnasts under age 18)

Signature _____

Date _____