

This Code of Conduct is designed to support FGA's child protection policies. It works in conjunction with club procedures and British Gymnastics coaching guidelines. It exists to promote a safe and enjoyable gymnastics experience for the members of FGA.

Protecting the Rights of the Gymnast

Coaches/volunteers/officials 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/volunteers/officials must develop a relationship with the gymnasts in their care based on openness, honesty, mutual trust and respect. This includes:

- Always being publicly open when working with gymnasts. Situations where a coach is working alone and unobserved with an individual should 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 rooms coaches should supervise in pairs.
- Coaches/volunteers/officials should never take a gymnast home with them or to any other secluded location.
- Similarly, Coaches/volunteers/officials should avoid transporting gymnasts, or where the need arises explicit permission from the parent/guardian should be sought and they should try to take more than one child and where possible another adult.
- Never engaging in rough or sexually provocative games. Never making suggestive remarks to a member – even in fun.
- Do things of a personal nature for a child that they can do for themselves, this includes assisting them in changing rooms or toilets.
- Sharing a bedroom with an individual gymnast on overnight excursions – in this instance coaches should supervise in pairs where possible supervising *groups* of children.
- Coaches/volunteers/officials should at all times be concerned for the safety, well-being, protection and future of the gymnast.

Responsibilities – Personal Standards

Coaches/volunteers/officials must demonstrate proper personal behaviour and conduct at all times. To include:

- Wear club uniform and be of a clean and tidy appearance.
- Maintain good time keeping.
- Give at least one week's notice if they are unable to attend a session due to other commitments. In this instance it is the coach's responsibility to help find a replacement coach for the session.
- Call the session head coach as early as possible on the day of the class if they are unable to attend a session due to illness.
- Attend full training sessions including set up, take down and warm-up periods.

Responsibilities – Professional Standards

To maximise benefits and minimise the risks to gymnasts, coaches must attain a high level of competence through qualifications and a commitment to ongoing training that ensures safe and correct practice. To include:

- Coaches/volunteers/officials must not misrepresent their qualifications, affiliations or professional competence to the club, club members, or any form of the media.
- Coaches/volunteers/officials have a professional obligation to the gymnasts to treat all allegations or suspicions of abuse seriously and with the utmost discretion. The first point of contact for any matters relating to this is the club DSCO (Designated Safeguarding Children's Officer):
- **CLAIRE MEENEHAN** M: 077 3831 3989 E: claire@includeyouth.org
KAREN O'HARE M: 078 8281 6719 / 077 0371 8800 E: karen.ohare@drinksinc.com
Alternatively, raise concerns with their mentor or head coach.
- Coaches/volunteers/officials should not publicly criticise fellow colleagues or other clubs in any form of the media or to club members or parents.
- Any conflict between Coaches/volunteers/officials should take place in private, not in front of members. Any disagreements that cannot be satisfactorily resolved through discussion and compromise should be reported to the head coach at the first available opportunity.
- All matters concerning the business of the gym club should be kept confidential at all times.
- Coaches/volunteers/officials must not divulge any confidential information relating to a gymnast, member or fellow coach to any third party without the explicit permission of that person or their parent/guardian.
- Coaches/volunteers/officials have an obligation to declare to the club any other current coaching commitments. Coaches who become aware of any conflict between their obligation to the club must bring the situation to the attention of the head coach immediately.
- All Coaches/volunteers/officials have a professional duty of care that includes a responsibility to ensure all equipment is safe to use, suitable for the purpose of the exercise and appropriate for the ability level of the gymnasts participating.
- The duty of care extends to include an obligation to note any health and safety issues and bring them to the attention of the Health and Safety Officer JUDITH HINDES immediately.
- Coaches/volunteers/officials must discourage unsafe and inappropriate behaviour at all times and are obliged to follow guidelines in the disciplinary policy when dealing with any incidents.
- If a coach enlists the help of an unqualified person during their session the coach has full responsibility for that person's actions during the session.
- For the comfort of all Coaches/volunteers/officials using the gym, equipment should be stored safely and in the appropriate places after every session.

Social Networking Awareness

- BG members in a position of trust and/or responsibility should not be in contact with young people through social networking sites if they hold such a position in respect of that individual young person.
- Should a young person in your club request to become a named friend on your Social Networking Page or request that you become a named friend on the young person's Social Networking Page you should decline.
- Individual member's social networking sites should never be used as a medium by which to communicate information re Flight Gymnastics Academy or to abuse or criticize.

Drugs, Alcohol & Criminal Convictions

- The use or possession of drugs or alcohol, or being under the influence of drugs or alcohol while on the premises is strictly prohibited, any person breaking this rule will be dismissed.
- All Coaches/volunteers/officials are required to complete a CRB disclosure form and present a valid Access NI certificate to the DSCO - KAREN O'HARE. If during the course of their employment any coach is convicted of a criminal offence they are obliged to report this to the DSCO immediately.