

POLICIES AND PROCEDURES



BEHAVIOUR POLICY - UPDATED 01/03/2021

PROCEDURE FOR CLUB MEMBERS/GYMNASTS

- All gymnasts are expected to follow the Little Springers Gymnastics Code of Conduct for Gymnasts (this can be found within our club policies and procedures).
- If a gymnast breaks the Code of Conduct or behaves in a way which is deemed to be unsafe by one of our coaches, activity will be stopped and the participant may be asked to sit to one side in the session before one of our coaches discusses their behaviour with them directly.
- Safety of the gymnast, other gymnasts and our club coaches is paramount within all of our sessions. If a gymnast's behaviour risks the safety of any of those listed above, they will be asked to sit at the side of the class and/or a parent/guardian will be contacted to collect them from the session depending on the severity of the incident.
- Behavioural incidents will be discussed with parents/guardians as and when it is deemed appropriate. For example, a coach may not formally discuss a one-off occasion where the gymnast has not followed instructions, however a coach may wish to formally discuss a one-off occasion regarding the misuse of equipment.
- Ongoing behavioural issues or repeatedly breaking the Little Springers Gymnastics Code of Conduct for Gymnasts may result in an informal discussion with a parent/guardian, a formal meeting with a parent/guardian or in some circumstances the club membership being removed.

PROCEDURE FOR CLUB MEMBERS, PARENTS/GUARDIANS & COACHES

Little Springers Gymnastics operates a three-stage policy:

1. Any member, parent/guardian or coach failing to meet behaviour standards in line with club policies will receive a verbal warning.
2. If the behaviour continues, a written warning will be issued.
3. If this warning has no effect, the member, parent/guardian or coach may face suspension or expulsion from the club. For very serious instances of misconduct, the club welfare officer reserves the right to suspend or expel persons from the club immediately. All warnings and meetings will be documented and held on file in line with the Data Protection Act 2018. Right to Appeal written warnings or removal from the club must be communicated in writing to the welfare officer as soon as possible. Appeals should be dealt with in the same manner as the internal complaints procedure in our complaints policy. Disruptive, threatening or violent behaviour of any kind will not be tolerated. The disciplinary procedure can be implemented by any coach or official with responsibility and authority to do so.