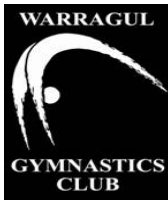


Warragul Gymnastics Club Inc.

Codes of Behaviour

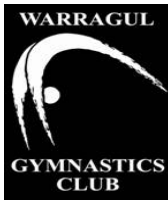
POLICY NAME	Warragul Gymnastics Club Codes of Behaviour
DATE OF ISSUE	September 2008
POLICY COVERAGE:	All employees and members of Warragul Gymnastics Club (WGC) including gymnasts, parents, spectators, coaches, officials, judges, Club Coordinator and committee members.
DATE OF REVIEW	September bi yearly
CONTROLLING BODY	Warragul Gymnastics Club Committee
DEFINITIONS	<p>Behaviour – all actions, comments made by an individual</p> <p>Spectator – person watching gymnastics either at a competition or during normal training sessions</p> <p>Officials – any person helping during events or competitions – those run by WGC or at other venues</p>
Breaches of the Code	Refer to Complaints Procedures
Introduction	<p>The following codes of behaviour for parents, spectators, gymnasts, coaches, officials and administrators have been taken from the Gymnastics Victoria website and have been adapted for gymnastics from the ASC code. The code of conduct for committee members is taken from Nigel Gann's, <i>Managing Change in Voluntary Organisations</i>, 1996, Open University Press, Buckingham, as referred to in <i>Kindaworks 2000</i>.</p>
Statement of principle	<p>Warragul Gymnastics Club is committed to providing a positive, child safe environment for all involved in our club. The following codes set out the type of behaviour that will make participation enjoyable for all involved.</p>



Warragul Gymnastics Club Inc.

Codes of Behaviour

Scope	This policy covers the code of conduct for all members of the gymnastics 'club community' – participating gymnasts, their parents, coaches, and officials.
Related documents	Gymnasts: Code of Behaviour – at training sessions Gymnasts: Code of Behaviour – at competitions Parents and Spectator: Code of Behaviour – at training sessions Gymnasts: Code of Behaviour – at competitions Parents and spectator: Code of Behaviour Coaches: Code of Behaviour Officials: Code of Behaviour Club Coordinator: Code of Behaviour Committee Members: Code of Behaviour Gymnastic Victoria Child safe and Child friendly policy



Gymnasts: Code of Behaviour

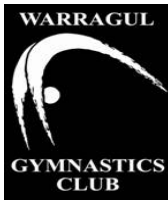
At training sessions

- The gymnast is expected to attend scheduled classes – regular training ensures skill development.
- Gymnasts are expected to participate in classes to the best of their ability. This means following the directions of the coach, focussing on the activity which is being undertaken, and doing as they are asked, when they are asked to. Gymnasts should not be playing games unless asked to do so by the coach. Gymnasts' personal conversations should not cause a coach to have to repeat instructions.
- Gymnasts are expected to show courtesy to the coach and other gymnasts at all times. Gymnasts are expected to speak politely to their coach and follow instructions.
- Every gymnast should be given the opportunity to develop their skills free from disruption by other gymnasts. Please do not to disrupt other people in their own or any other class. The gym is a busy place. Loud voices and noisy, energetic games not authorised by the coach can be extremely disruptive.
- The gymnast is expected to follow the club rules. These are contained in the Club Handbook. The rules exist for the safety of the gymnasts, individually and as a group.

Gymnasts: Code of Behaviour

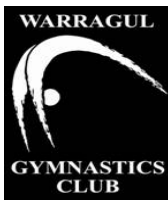
At competitions

- Follow the instructions of your coach and the judges.
- Support the rules
- Support your team mates and the gymnasts from other clubs
- Do not argue with an official. If you need clarification, have your coach approach the official after the competition and according to the rules.
- Be a good sport. Applaud all good performances from every athlete.
- Show respect to, and acknowledge opponents and officials (e.g. shake hands, wish good luck and thank the judges/officials).
- Cooperate with your coach, team and opponents. Without them there would be no competition.
- Participate for your own enjoyment and do your best, not just to please others.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.



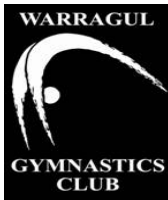
Parents and Spectator: Code of Behaviour

- Remember that children participate in gymnastics for their enjoyment, not yours
- Encourage children to participate, not force them.
- Focus on the child's efforts and performance rather than medals and scores
- Encourage children always to play according to the rules.
- Never ridicule or yell at a child for making a mistake or not completing a skill.
- Remember that children learn best by example. Appreciate good performances and skill
- Respect officials' decision and teach children to do likewise
- Show appreciation for volunteer coaches, judges and officials
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion
- Must abide by and uphold the strict Child Safety regulations in accordance to Gymnastic Victoria, Gymnastic Australia and Warragul Gymnastic Club policy



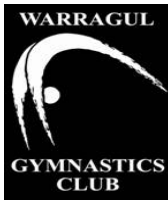
Coaches: Code of Behaviour

- Remember young people participate for pleasure and fun, winning is only one part of the fun.
- Compliment and encourage all participants
- Use positive terms in preference to negative feedback
- Create opportunities for participants to learn appropriate sports behaviour as well as skills
- Keep up to date with coaching practices and qualification, particularly the principles of physical growth, development and safety.
- Promote a culturally tolerant environment
- Help young people understand their responsibilities
- Encourage young people to participate in administration, coaching, judging as well as competing.
- Operate within the rules and spirit of the sport and teach your athletes to do the same.
- Be polite and courteous to all officials and volunteers
- Ensure that any physical contact with a young person is appropriate to the situation and development of that athlete.
- Be constantly alert and aware of the safety of the participants and implement necessary procedures.
- Listen to your athletes and ensure that the time they spend with you is a positive experience.
- Implement policy and practices (and lead by example) in relation to responsible use of alcohol and in relation to recreational and performance enhancing drugs.
- Beware that there is a zero limit for drug and alcohol when coaching.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Must abide by and uphold the strict Child Safety regulations in accordance to Gymnastic Victoria, Gymnastic Australia and Warragul Gymnastic Club policy



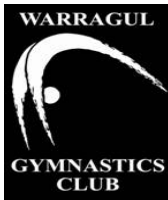
Officials: Code of Behaviour

- Apply rules and regulations to match the skill levels and needs of young people and to make participation more fun.
- Compliment and encourage all participants
- Be consistent, objective and courteous when making decisions
- Condemn unsporting behaviour and promote respect for all participants
- Keep up to date with the rules and systems of the sport
- Place the safety and welfare of the participants above all else
- Be familiar with, know your role, and carry out to the best of your ability. Make the competition great fun for the junior competitor
- Promote a culturally tolerant environment.
- Implement policy and practices (and lead by example) in relation to
 - Responsible use of alcohol
 - Child protection issues
 - Issues relating to recreational and performance enhancing drugs
- Ensure that equipment and facilities meet safety standards and are appropriate to the ability of the athletes.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Must abide by and uphold the strict Child Safety regulations in accordance to Gymnastic Victoria, Gymnastic Australia and Warragul Gymnastic Club policy



Club Manager: Code of Behaviour

- Make your club environment more user friendly by providing equal opportunities for all to participate
- Create pathways for young people to participate in sport not just as an athlete, but as a coach, judge, official or volunteer.
- Ensure that the types of programs, rules, and training suit the age, ability and maturity level of young athletes.
- Provide quality supervision and coaching for juniors and ensure volunteers are adequately trained
- Direct coaches to highlight appropriate behaviour and skill development.
- Ensure everyone emphasises participation and doing your best, not the result
- Give a code of behaviour sheet to spectators, officials, parents, coaches and participants and encourage them to follow it.
- Consistently remind adults that the sport is for the participant.
- Remember, you set an example. Your behaviour and comments should be positive and supportive
- Maximise child safety by conducting volunteer screenings and other child protection strategies.
- Adopt and implement relevant sport safety policies and practices.
- Promote a culturally tolerant environment.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion
- The Managers must abide by and uphold the strict Child Safety regulations in accordance to Gymnastic Victoria, Gymnastic Australia and Warragul Gymnastic Club policy



Committee Members: Code of Behaviour

- All members of the Committee are elected and should act for the good of the club.
- All Committee members are of equal standing.
- No member has individual authority or power by being a member of the Committee, unless it has been specifically delegated. Only the Committee as a whole can take actions or decisions unless otherwise agreed and recorded in the minutes.
- Members accept collective responsibility for the decisions of the Committee.
- Members will attend meetings punctually and be well prepared, having read the agenda and supporting papers, and having considered the contribution they may make on agenda items.
- Members must be careful to ensure that their relationship with the club is conducted in a proper and ethical manner, and that their standing as a Committee member is not compromised or open to misinterpretation.
- Members will disclose any actual or potential conflict of interest to the committee prior to any discussions in relation to the matter.
- Members will not use any information learned at meetings for other purposes, and no item designated as confidential will be discussed outside the Committee.
- Members will use their individual skills, personal qualities and knowledge for the good of the club. Members will carry out their roles to the best of their ability.
- No member must use his or her position to gain advantage in other relationships with the club or other agencies.
- The Committee recognises that it administers a body funded by public money. The primary source of revenue for the club is fees paid by its members. The committee recognises the need to ensure that its proceedings are properly conducted and open to public scrutiny (while recognising the need to be confidential where individual users and staff are under discussion).
- The Committee agreed to abide by and uphold the strict Child Safety regulations in accordance to Gymnastic Victoria, Gymnastic Australia and Warragul Gymnastic Club policy

Updated: AM 2018
Adopted: 2008
Reviewed:2018