

# Coaches Code of Conduct

Coaches must respect and champion the rights of every individual to participate in gymnastics. Coaches should always:

## **Rights and Relationships -**

- Create an environment where everyone has the opportunity to participate
- Maintain an environment free of fear and harassment and recognise the rights of all participants to be treated as individuals
- Promote the concept of a balanced lifestyle, supporting the well-being of participants in and out of the sport
- Treat all individuals with respect at all times
- Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexual identity, age, occupation, religious beliefs or political opinion
- Communicate with and provide feedback to participants in a way that reflects respect and care
- Never engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying)
- Promote the welfare and best interests of their participants
- Not abuse or misuse any relationship of trust or position of power or influence
- Communicate and cooperate with other organisations and individuals in the best interests of participants.
- **Keep members of their group together and supervised at all times, unless in case of emergency or the need to use the bathrooms etc.**

## **Personal Behaviour -**

- Display high personal standards, moderate and responsible behaviour and a favourable image that is befitting to your role in the sport at all times
- Not behave or conduct themselves in any other manner which could bring the sport of gymnastics or Cornwall Gymnastics Centre to disrepute or damage the reputation of British Gymnastics
- Dress appropriately with safety considerations in mind and within the accepted traditions of the sport - all jewellery to be removed before entering the gym and correct uniform to be worn at all times
- Not consume alcohol, smoke or take any harmful substances which may impact judgment, performance or behaviours before or whilst coaching, instructing or officiating, in excess at any gymnastics event, before driving on gymnastics business or while under the age of 18 during or at a gymnastics event or trip
- Be fair, honest and considerate to participants and others
- Not make offensive or abusive remarks/jokes, derogatory comments, suggestive comments, or use unnecessary aggression or intimidation, malicious gossip or call people by offensive nicknames within the gymnastics environment
- Not cause offence or intimidation through non-verbal conduct and refrain from gestures that could be offensive.
- Not display offensive or inappropriate pictures, objects, written material (including slogans on clothing), tattoos, graffiti, flags or badges either publicly or on social media posts
- Be positive role models for participants at all times.
- Project an image of health, personal hygiene and functional efficiency
- Maintain the same level of interest and support when a participant is sick or injured
- Use correct and appropriate language, manner, punctuality, preparation and presentation and encourage participants to display the same qualities.
- Display control, respect, dignity and professionalism to all involved in your sport
- Ensure the environment is as safe as possible, taking into account and minimising possible risks
- Promote safe and correct practice
- Contribute to the development of coaching by exchanging knowledge and ideas with others, and by working with other coaches.

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- Attend CPD, training courses and activity days to develop your coaching skills and competencies and update your knowledge.
- Seek to achieve the highest appropriate level of qualification available.
- Be professional and accept responsibility for your actions. Make a commitment to providing a high quality service to your participants.
- **Speak to all gymnasts in a positive and supportive manner regardless of skill level and competency.**

## Professional Standards -

- Follow the guidelines of British Gymnastics and plan all sessions so they meet the needs of the participants and are progressive and appropriate
- Maintain appropriate records of your participants' progress and recognise and accept when it is appropriate to refer a participant to another coach or specialist
- Be aware of relevant social issues and how your sport can contribute to local, regional or national initiatives
- Work in an open and transparent way that encourages other coaches to contribute to or learn from your knowledge and experience
- Use self-analysis and reflection to identify your developmental needs.
- Manage your lifestyle and coaching commitments to avoid the burnout that might impair your performance
- Do not assume responsibility for any role for which you are not qualified or prepared and do not misrepresent your level of qualification
- Promote good coaching practice in others and challenge any poor practice you observe
- Arrive on time (15 minutes before your session is due to begin) to allow enough time to prepare your equipment and get yourself ready to deliver your session
- Ensure your area is tidy and all equipment has been put away in its original place when your sessions are finished.
- Return any equipment when leaving the club - uniform, keys, equipment, books etc
- Respect the confidentiality of information provided to them concerning participants or fellow Coaches, Instructors and Officials, subject to any safeguarding requirements
- Hold a British Gymnastics coaching, instructing or judging qualifications appropriate to the activities your gymnasts are performing and only coach, instruct, or officiate over those disciplines, skills, and activities for which they are both qualified and capable.
- Bring a notepad and pen to the sessions to make notes that will support your development (specifically relevant to young leaders and trainee coaches)
- Not coach or instruct a gymnast without prior agreement from the gymnast's own coach or instructor. Where a gymnast or their parents request a coach or instructor to agree to additional or alternative coaching this agreement shall not be unreasonably withheld or delayed. Acceptance of membership of a squad will imply agreement to be trained by other coaches
- Never coach for another club or gymnasts at another club without consent from the head coach.
- Not discuss the performance of a gymnast during a competition within the earshot of any coach, gymnast or member of the public
- Not to engage in practices which are known to be harmful to the physical or psychological wellbeing of a gymnast, e.g. inappropriate or excessive weighing or restriction of access to food and fluids
- Abide by all rules and policies held by Cornwall Gymnastics Centre.