

Code of Conduct for Coaches, Volunteers, Officials and Staff

As someone who facilitates gymnastics activities, this is what you must follow so we can make sure everyone is happy and safe.

I have the right to

- Enjoy the time I spend with in my gymnastics environment and be supported in my role.
- Feel welcomed, valued and not judged based on my [Protected characteristics](#).
- Be informed of the safeguarding and reporting procedures and what I need to do if something isn't right.
- Use the safeguarding reporting procedures without fear of retribution.
- Have access to ongoing training in all aspects of my role.
- Be listened to, respected and treated fairly.
- Be protected from physical or emotional abuse, including from other staff, gymnasts or guardians, and be supported to resolve conflicts.

How I will behave

- Make the environment a friendly and welcoming place to be.
- Respect the gymnast's trust and rights whilst being honest and open with them.
- Champion everyone's right to take part and celebrate difference in our environment without discriminating against anyone, regardless of their [Protected characteristics](#). Everyone is welcome here!
- Lead by example when it comes to fair play, positive behaviour, and commitment to the sport.
- Develop positive relationships with guardians and update them regularly about their child's development.
- Use constructive and positive methods of developing gymnasts' skills, without humiliating or harming them.
- Consider my behaviour – do not engage in any behaviour that constitutes abuse, poor practice or is in breach of the code of conduct.
- Behave appropriately online in accordance with the Welsh Gymnastics Digital Environment Policy.
- Challenge and address instances of poor, negative, aggressive, or bullying behaviour.

Inclusive

Supportive

Aspirational

- Respect my position of trust and maintain appropriate boundaries and relationships with gymnasts.

What I will do

- Implement Welsh Gymnastics Safeguarding Policies and Procedures.
- Report any concerns, allegations of abuse or wellbeing worries to my Safeguarding and Wellbeing Officer or to safeguarding@welshgymnastics.org
- Listen to any concerns that guardians or gymnasts might have and, if necessary, report them and follow up.
- Keep any coaching qualifications, DBS certificate and safeguarding training up to date.
- Keep gymnasts in my sessions safe by supervising appropriately, using safe methods and techniques and by putting the gymnasts' safety first.
- Make sure I have appropriate staffing ratios of adult to participant before the session begins.
- Ensure equipment is fit for purpose, safe to use and accessible.
- Stop any activity if an injury happens, administer minor first aid and call for help when necessary.
- Do not smoke, abuse substances or drink alcohol in any gymnastics environment or when I am representing gymnastics.

Remember – The Safeguarding and Wellbeing Officer is there for you. If you have any worries, concerns or knowledge of issues within the sport, please talk to them, or email the Welsh Gymnastics safeguarding team on safeguarding@welshgymnastics.org

We expect everyone to follow the code of conduct. If anyone behaves in a way which contradicts any of the points set out above, we'll address the problem straight away and aim to resolve the issue.

Persistent concerns or breaches will result in us having to liaise with Welsh Gymnastics to trigger their 3-step system:

Step 1 – Verbal warning.

Step 2 – Written warning.

Step 3 – Suspension from any affiliated gymnastics activity or event.

If threshold is met, suspension will be immediately triggered.

Signature:

Date:

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