**Code of Conduct for Coaches, Volunteers, Leaders and Officials**

Wansbeck Gymnastics and Trampolining Club is fully committed to safeguarding and promoting the wellbeing of all its members. The club believes that it is important that gymnasts, coaches, volunteers, officials, and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the Lead Welfare Officer:

Maria Farrow-Tait welfareofficerwgtc@gmail.com

Gymnastics and trampolining should offer a positive experience for children and young people and where they can learn new skills in a safe and positive environment.

As a coach, volunteer or official for Wansbeck Gymnastics and Trampolining Club you are expected to abide by the following code of conduct:

**General Conduct**

At our club we expect you to display the following behaviours:

* Be friendly and particularly welcoming to new members.
* Be supportive, encouraging and committed to other team members, offer comfort when required.
* Show respect to other members and show team spirit.
* Keep yourself safe.
* Respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background or religious beliefs or sexual identity.

**Welfare**

* Make sure you have appropriate staffing ratios of adults to participants before the session commences.
* Ensure the equipment is fit for purpose; complete the required safety checks
* Make sure all activities are appropriate to the age, ability, and experience of those taking part and ensure all participants are suitably prepared physically and mentally when learning new skills.
* Consider the well-being and safety of participants before the development of performance.
* Develop an **appropriate working relationship** with performers based on mutual trust and respect.
* Never exert **undue influence/pressure** over performers to obtain personal benefit or reward.
* Promote the positive aspects of the sport [e.g., fair play]
* Encourage performers to **value their performances** and not just results.  Respect children's trust and rights whilst being open and honest with them.
* Stop the gymnast performing when injuries occur and follow the Health Safety and Welfare Policy seeking first aid advice as appropriate.
* Champion everyone's right to take part and celebrate differences in our club and do not discriminate against anyone regardless of gender, race, disability, sexuality, sexual orientation, or ability.

**Behaviour**

* Always use correct and proper language.
* Your behaviour and language should always be appropriate in the presence of children and in keeping with our community ethos
* If you hear gymnasts, coaches, volunteers engaging in inappropriate conversations remind them this is **Not Acceptable** if you feel comfortable and safe to do so. If not inform another coach/ welfare officer who will address the concerns.
* Always report any worrying or unacceptable behaviours you witness or hear to the Welfare Officers or Head Coach or Lead Coach for the session in the first instance.
* Do not engage in any behaviour that constitutes any form of abuse
* Display consistently high standards of appearance, dressing suitably for your role and responsibilities.
* Support all efforts to remove verbal and physical abuse from sporting activities.
* Respect your position of trust and maintain appropriate boundaries and relationships with young people.
* Engaging in any intimate relationship with a gymnast is **not** allowed by Wansbeck Gymnastics and Trampolining Club
* Engaging in sexual behaviour with any children under the age of 16 years is illegal.
* Encourage gymnasts to learn the rules and participate within them.
* Ensure gymnasts and parents do not engage or challenge officials.
* Publicly accept officials’ decisions /judgements. As a coach you may have the right to appeal difficulty scores please keep up to date with current appeal procedures
* Help gymnasts to recognise good performances not just results.
* Set a good example by recognising good sportsmanship and applauding the good performances of all.
* Recognise that clubs are organised and managed in different ways. Do not, at any time, compare either positively or critically the training, coaches or volunteers of any other club, either in person or on social media and do not encourage the gymnasts to do so
* Do not display aggressive behaviour.
* Do not smoke or vape on club premises, wearing club kit or whilst representing the club.
* Never consume alcohol immediately before or during training or events.
* Never condone rule violations or use of prohibited substances
* Never have club members to stay overnight at your home
* Behave appropriately online in accordance with Wansbeck Gymnastics and Trampolining Club Online Safety and Social Media Policy and do not "friend or follow " any gymnasts.
* Develop positive relationships with parents.
* Make Wansbeck Gymnastics and Trampolining Club a friendly and welcoming place to be.

**Communications**

* Obtain prior agreement from the parent / guardian of performers before transporting them anywhere [ e.g., training / competitions] see safeguarding policies or speak a welfare officer for clarification.
* Make sure that confidential information is not divulged unless with the express approval of the individual involved unless there is a safeguarding concern.
* Keep yourself up to date with the GDPR guidelines.
* Do not publicly criticise the club, British Gymnastics, individual coaches, other parents, or children in person or online. If you have any concerns or issues you wish to discuss please speak to your lead coach or one of the welfare officers.

**Club Procedure**

* All Coaches, volunteers, leaders and officials complete safeguarding training and undertake DBS every 3 years if required to maintain their role.
* Hold the appropriate valid qualifications and insurance cover as appropriate.
* Level 2 coaches are required to have completed the positive coaching course alongside the best practice in flexibility training.
* All coaching staff will be required to engage in an appraisal process.
* All coaches, volunteers, leaders and officials are required to inform the Welfare Officer of any incidents that occur outside of their role within the club that may have impact ie alleged offenses involving the police etc.
* Always report any incidents, referrals, or disclosures immediately, following the appropriate guidelines set out in Wansbeck Gymnastics and Trampolining Club Safeguarding Children and Safeguarding Adults Policy which encompasses the British Gymnastics Safeguarding Procedures.
* If you are coaching competitive gymnasts please, where possible, make sure you attend the competitions you have prepared them for as their coach. This helps maintain the consistency of coaching physical and psychological needs of the gymnasts in turn creating confident gymnasts.
* If you have trained as a judge please try and spend some time helping the coaching staff and gymnasts assessing their routines and keeping yourself up to date and practised. Familiarise yourself with the competition calendar and let the head coach know when you can be available to judge.

**As a member of Wansbeck Gymnastics and Trampolining Club we understand you have the right to**

* Enjoy the time you spend with us and feel supported in your role.
* Be informed of safeguarding and reporting procedure and what you need to do if something is not right.
* Have access to ongoing training in all aspects of your role.
* Be listened to.
* Be involved and contribute towards decisions with the club.
* Be respected and treated fairly by us and our governing body.
* Feel welcomed, valued, and not judged based on your race, religion, gender, sexuality or ability.
* Be protected from physical or emotional abuse from children, parents, and colleagues and to be supported to resolve conflicts.

We expect all our coaches, volunteers, and officials to follow this code. If any staff members contradict any of the points identified in this code it will be addressed **immediately**.

**Breaches of this code may result in Wansbeck Gymnastics and Trampolining Club taking a disciplinary action against you with the involvement of British Gymnastics and ultimately your dismissal for the organisation. Referral to the Designated Officer may also be required** (this would not apply to young leaders)

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| Full Name |  |
| Signature |  |
| Managers Full Name |  |
| Managers Signature |  |
| Date signed |  |