



## Standards of Conduct for Coaches, Instructors & Officials

### Document History:

<i>Version</i>	<i>Summary of Changes</i>	<i>Document Status</i>	<i>Date</i>
v3.0		Live	14/06/2017
V4.0	Added Activity Instructor role to these Standards of Conduct, changed point 8 to separate inappropriate verbal communication and physical, changed point 10 to make clearer, added a safeguarding clause to the confidentiality section (point 13), added point 35 under the coaching section relating to inappropriate practices including weighing.	Approved by Board - Live	09/12/2020

Individual Coaches, Instructors and Officials are responsible for ensuring they conform to the standards of conduct, behaviour, fair and inclusive treatment, etiquette and good manners specified in these Standards and in all applicable British Gymnastics Regulations and policies.

Coaches, Instructors and Officials must ensure that they receive training and understand their responsibilities under the policies concerned as they apply to the activities they undertake.

Failure to comply with the Constitution, Regulations and the Standards of Conduct in this document may lead to disciplinary or other action being taken, as described in British Gymnastics' Complaints & Disciplinary Policy and Procedures.

These Standards of Conduct prohibit conduct ranging from extremely serious criminal acts to unsportsmanlike behaviour or a lack of courtesy. It is recognised by British Gymnastics that not all breaches will justify the taking of formal disciplinary action. Clubs and Affiliated Associations will be able to resolve, formally or informally, many issues arising from breaches occurring within their own

activities. British Gymnastics encourages all Coaches, Instructors, Officials and participants to work together in a collaborative manner to identify and resolve minor breaches.

### **British Gymnastics Policies**

British Gymnastics clubs required to comply with these Standards of Conduct are also required to comply with all policies issued by British Gymnastics including, but not limited to:

- Safeguarding Policy
- Health, Safety and Welfare Policy and supporting documents
- Membership Rules
- Criminal Record Checks Policy and Guidelines
- Anti-Doping Policy
- Guidelines on the use of Social Media

### **Associated Documents:**

- Complaints and Disciplinary Policy and Procedures
- Articles of Association

### **Other Obligations**

Coaches, Instructors and Officials are required to comply with all relevant legal obligations and prohibitions relevant to the activities that they undertake.

Coaches, Instructors and Officials are responsible for ensuring they comply with any rules relating to the practice of the sport, and the sport of gymnastics e.g. by the International Olympic Committee (IOC), The Federation Internationale de Gymnastique (FIG), The British Olympic Association (BOA), The World Anti-Doping Agency (WADA) or European Gymnastics.

## **Coaches, Instructors and Officials shall:**

- 1) Not Condone, or allow to go unchallenged, any breaches of these Standards of Conduct
- 2) Report, any serious breaches of any of British Gymnastics' policies or standards and not take or threaten any action to discourage or penalise any other Member from doing so

## ***Personal Behaviour***

- 3) Display high personal standards, moderate and responsible behaviour and a favourable image that is befitting to their role in the sport at all times
- 4) Not behave or conduct themselves in any other manner which could bring the sport of gymnastics, British Gymnastics, its Affiliated Associations or Registered Clubs into disrepute or damage the reputation of British Gymnastics
- 5) Dress appropriately with safety considerations in mind and within the accepted traditions of the sport
- 6) Not consume alcohol or 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 a gymnastics event or trip
- 7) Not smoke whilst coaching, instructing or officiating
- 8) 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
- 9) Not to carry out unwelcome flirting, sexual advances or unnecessary touching within the gymnastics environment
- 10) Not bully, harass or discriminate against an individual or group of people as a direct or indirect result of their gender reassignment, age, ethnic origin, religion/ belief, sexual orientation, disability pregnancy, marriage/ civil partnership
- 11) Not cause offence or intimidation through non-verbal conduct and refrain from gestures that could be offensive
- 12) Not display offensive or inappropriate pictures, objects, written material (including slogans on clothing), tattoos, graffiti, flags or badges and social media posts

## ***Confidentiality***

- 13) Respect the confidentiality of information provided to them concerning participants or fellow Coaches, Instructors or and Officials, subject to any safeguarding requirements

## ***Competitions/ events***

- 14) Accept success and failure, victory and defeat, with dignity
- 15) Treat participants and others attending at any gymnastic event with dignity and respect
- 16) Not question the decisions of officials except through accepted procedures and ensure that differences of opinion or conflicts in respect of any competition decisions, are dealt with through proper and accepted processes
- 17) Not take bribes, bet on, attempt to manipulate results or be involved in any other form of corruption in relation to any gymnastics competitions

### ***Safeguarding***

- 18) Not abuse or misuse any relationship of trust or position of power or influence.
- 19) Report promptly any concerns, or present evidence or other information concerning any abuse or neglect of a child or adult at risk or other matter within the scope of the British Gymnastics Safeguarding Policy and provide full particulars of the matter to British Gymnastics.
- 20) Cooperate fully with British Gymnastics and other relevant authorities when requested to disclose any documents, provide any evidence or other information and provide a written statement in connection with any investigation by British Gymnastics or other authority
- 21) Not victimise, attempt to victimise or encourage the victimisation of any individual (or their parents, guardians or dependents) for raising concerns or making a Complaint.
- 22) Inform British Gymnastics if they are arrested for or charged with a criminal offence
- 23) Inform British Gymnastics of any criminal conviction, caution or warning issued by the police
- 24) Complete a British Gymnastics Criminal Records check as described in the Criminal Record Checks Policy and Guidelines document.

### ***Misrepresentation***

- 25) Not misrepresent their qualifications, registrations, affiliations or professional status
- 26) Not claim to represent Great Britain, the United Kingdom or British Gymnastics without the written permission of British Gymnastics
- 27) Not claim to represent any of the Home Countries without the written permission of the applicable Home Country Association

### ***Coaching***

- 28) Hold a British Gymnastics coaching, instructing or judging qualifications appropriate to the activities their gymnasts are performing and only coach, instruct, or officiate over those disciplines, skills, and activities for which they are both qualified and capable

- 29) Not disparage or intimidate gymnasts or seek to poach gymnasts from their Primary Club
- 30) Accept responsibility for the conduct of gymnasts coached or instructed by them
- 31) Not compromise gymnasts by advocating measures that contravene any competition rules to gain unfair advantage
- 32) 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
- 33) If coaching or instructing services are requested by a gymnast of another club, discuss the matter with that club and that gymnast's own coach or instructor
- 34) Not discuss the performance of a gymnast during a competition within the earshot of any coach, gymnast or member of the public
- 35) 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