

SALTO Gymnastics Charitable Foundation

Abuse of Staff and Visitors Policy



Policy Statement

SALTO Gymnastics Club is committed to providing a safe, respectful and supportive environment for all staff, volunteers, gymnasts, parents, carers, and visitors.

Abuse of any kind will not be tolerated under any circumstances. This includes behaviour that is aggressive, threatening, intimidating, discriminatory, or inappropriate.

The Club reserves the right to take immediate action to protect its staff and community.

Definition of Abusive Behaviour

- Abusive behaviour includes (but is not limited to):
- Verbal abuse, shouting, swearing or intimidation
- Threats of harm, violence or harassment
- Aggressive physical behaviour
- Discriminatory remarks
- Spreading false allegations or harassment online (including social media)
- Persistent unreasonable demands or behaviour
- Any conduct that makes staff, volunteers, gymnasts or visitors feel unsafe

Expectations of Behaviour

All individuals attending SALTO Gymnastics Club are expected to:

- Treat staff, volunteers, gymnasts and other visitors with respect and courtesy
- Communicate calmly and appropriately
- Follow club procedures for concerns, feedback or complaints
- Refrain from any form of aggression, confrontation or harassment

Responding to Abusive Behaviour

If an individual exhibits abusive or inappropriate behaviour:

- They will be asked politely to stop the behaviour immediately.
- If the behaviour continues, they will be asked to leave the premises.
- Staff may call the Police if behaviour is threatening, aggressive, or poses a risk to others.
- The Club will review the incident and determine if further action is required.

CCTV

- The Centre operates CCTV throughout the building and surrounding areas.
- Footage may be provided to law enforcement or used as evidence in internal investigations.

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Consequences of Abusive Behaviour

Depending on the severity of the behaviour, consequences may include:

- A formal written warning
- Temporary suspension from entering the premises
- A ban from attending the Club
- Removal of their child/children from the Club's registers
- Referral to the Police where necessary

These actions may be taken without prior warning if the behaviour is severe.

Protecting Gymnasts

The Club will always prioritise:

- The physical safety of gymnasts and staff
- The emotional wellbeing of gymnasts
- Creating a positive training environment free from stress, fear, or conflict

If a parent/guardian is banned due to abusive behaviour, the Club will review whether it is appropriate for their child to continue attending.

Communication & Complaints Procedure

Concerns, complaints or questions must be raised through the Club's appropriate communication channels, such as:

- The Reception Team
- Email to the appropriate department
- The Welfare Officer
- Club Management

Concerns must not be raised via social media, public forums or through harassment of staff.

Support for Staff & Volunteers

SALTO Gymnastics Club is committed to supporting staff and volunteers who experience abusive behaviour by providing:

- A safe reporting process
- Managerial support and follow-up
- Access to CCTV footage and records
- Liaison with Police where necessary