

SALTO Gymnastics Charitable Foundation

Club Behaviour Policy



SALTO Gymnastics Club is committed to maintaining a safe, positive and respectful environment for all gymnasts, regardless of age, level, or discipline. High standards of behaviour help ensure that everyone can enjoy training, develop skills, and feel secure and supported.

This Behaviour Policy applies across the whole club to ensure consistency, fairness and equality for all gymnasts.

1. Standards Expected from All Gymnasts - Gymnasts at SALTO are expected to:

1.1 Positive Attitude & Respect

- Do their best and enjoy participating.
- Represent SALTO Gymnastics Club with pride.
- Treat all coaches, assistants, volunteers, officials and staff with respect.
- Treat other gymnasts fairly, kindly and supportively.
- Show respect to fellow competitors at events.
- Accept coaching decisions regarding training, safety and progress.

1.2 Behaviour That Is Not Acceptable

Gymnasts must not:

- Use abusive, rude or inappropriate language.
- Shout at or argue with coaches, officials, staff or peers.
- Bully, intimidate or exclude others in any form (verbal, physical or online).
- Spread rumours or gossip about other gymnasts or staff.
- Cause harm or attempt to harm another gymnast, staff member or group.

2. Gymnasts' Rights at SALTO

All gymnasts are entitled to:

1.3 Safety & Wellbeing

- Be safe and feel safe at all times.
- Enjoy their training and have fun.
- Be treated with dignity, fairness and respect.
- Have their concerns listened to and taken seriously.
- Say "No" to anything that makes them feel uncomfortable.
- Trust that their coach will support them if they need help.
- Take part in competitions at a level that feels appropriate.



1.4 Communication & Complaints

- Raise concerns or suggestions in a constructive way.
- Make a complaint when necessary, with the assurance it will be handled appropriately.
- Protect their own body and personal boundaries.

3. Behaviour Categories & Sanctions

- Behaviour concerns are categorised into Minor, Serious, and Critical. Staff use professional judgement and may escalate immediately if behaviour poses a risk to safety.

3.1 Minor Behaviour

Examples include:

- Persistent talking or disruption while coaches are giving instructions.
- Talking back or showing disrespect to coaches or assistants.
- Horseplay that does not cause injury.
- Repeated failure to follow instructions.

Sanctions for Minor Behaviour – 3-Strike System

- First Warning: Verbal warning from the coach.
- Second Warning: Gymnast is spoken to privately.
- Third Strike: Gymnast is sat out for 5 minutes; parents are informed at the end of the session.

3.2 Serious Behaviour

Examples include:

- Offensive or inappropriate language or gestures.
- Horseplay that does cause injury (accidental or otherwise).
- Persistent refusal to follow instructions.
- Dishonesty (lying about incidents or actions).

Sanctions for Serious Behaviour

- A formal verbal warning with another coach present.
- A second formal verbal warning with the gymnast's parent/guardian present.
- Behaviour may be recorded on an incident form.



3.3 Critical Behaviour

Examples include:

- Bullying of any type (verbal, physical, emotional, online).
- Wilful damage to another person's property or club property.
- Theft.
- Shouting aggressively, threatening behaviour or refusing to cooperate with staff.
- Any action that endangers the safety of others.

Sanctions for Critical Behaviour

- A written warning issued to parents/guardians.
- A meeting involving Senior Staff, the coach, the gymnast and their parent/guardian.
- Clear behaviour expectations set; warnings that further issues may result in removal from the Club.
- In severe cases, immediate suspension or termination of membership.

4.1 Safeguarding Statement

This policy supports SALTO's wider safeguarding commitments and operates alongside our Safeguarding & Welfare Policy

4.2 Consistency & Appeals

All behaviour incidents will be managed fairly and consistently. Parents/guardians may request clarification or discuss concerns with the Welfare Officer or Management Team.

4.3 Record Keeping

To ensure fairness, especially in multi-coach environment. Serious and critical incidents will be recorded in the Club's management system

4.4 Online Behaviour

Gymnasts must demonstrate respectful behaviour online, including messaging apps and social media platforms