



British Gymnastics

Standards of Conduct

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Associated Documents:

- [Complaints and Disciplinary Procedures](#)

Part 1: Introduction

1. This document is issued by The British Amateur Gymnastics Association. BG's Constitution, its Regulations and the various conditions of membership, registration and affiliation together require that:

- All Members;
- All Registered Clubs and those associated with Clubs as members or otherwise; and
- All Affiliated Associations and those associated with Affiliated Associations as members or otherwise;

are to comply with Regulations made by the Board and conduct themselves in accordance with the Standards of Conduct set out or referred to in this document.

Other individuals and organisations may also be subject to all or part of these Standards and the associated Disciplinary Procedures by agreement with BG.

2. This document may be amended from time to time by the Board or by officers of the Association authorised by the Board to do so. The definitive text of this document in force from time to time is the version contained in the BG website. Any printed text or electronic copy held elsewhere is only a snapshot of the text at the time it is printed, copied or downloaded.

3. Some words and phrases used in this document have a particular, defined, meaning. For most purposes the meaning will be apparent from the context but some formal definitions are set out below and contained in the Regulations Glossary .

In these Standards and in BG's Complaints & Disciplinary Procedures a "Participant" includes any person or organisation these Standards apply to as described in paragraph 1.

This document, and the requirements contained in it, are variously referred to as the "Standards of Conduct" and "these Standards".

4. 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 BG's Complaints & Disciplinary Procedures.

5. Nothing in this document overrides, amends or waives any provision in the Constitution of the Association or restricts the rights of the Association or the Board to make or amend Regulations or other Bye-Laws or to manage the business of the Association as they think fit.

Part 2: BG Policies

6. By Regulation 10 of the BG Regulations, all those required to comply with the Standards of Conduct are also required to comply with the Policies listed in the Standards of Conduct as published by BG (or others) and in force from time to time. The listed policies are:

- [BG Health, Safety and Welfare Policy](#)
- [BG Equality Policy](#)
- [BG Safeguarding and Protecting Children Policy](#)
- [BG Anti-Doping Policy](#)

7. Individual Participants must ensure that they receive training and understand their responsibilities under the policies concerned as they apply to the activities they undertake. Participants who are organisations (e.g. Registered Clubs and Affiliated Associations) must ensure that their staff, members and volunteers do so.

Part 3: Required Standards of Conduct

8. British Gymnastics expects the highest standards of conduct from Participants, who have a responsibility to ensure that their behaviour and actions meet the high standards expected of them. All Participants are required:

- a) To comply with all obligations, requirements, prohibitions and other provisions contained in the Constitution of BG, its Regulations, Policies and these Standards.
- b) To comply with all relevant legal obligations and prohibitions applicable to their activities as Participants or the practice of the sport of Gymnastics or their dealings with other Participants.

NOTE: A criminal conviction or caution for some criminal offences is viewed as incompatible with continued membership of the Association and involvement as a Participant in the sport of gymnastics. Particulars of these offences are contained in Appendix 1. By Article 13.1 membership ceases automatically upon conviction of such an offence, with no requirement for any disciplinary procedure but there is provision, in

Article 13.2, for an appeal directly to the Board in such circumstances.

c) To comply with all requirements and not to infringe any prohibitions, specified by the IOC, FIG, BOA, WADA or UEG.

d) Not to abuse or misuse any relationship of trust or position of power or influence.

e) Not to behave or conduct themselves in any other manner which is unbecoming a Participant.

f) To conform to the standards of conduct, behaviour, equality of treatment, etiquette and good manners specified in these Standards, in BG Regulations or policies or in accordance with the accepted traditions of gymnastics.

Examples of conduct falling within categories d, e and f are contained in Appendix 2. This list is not exclusive and does not limit the generality of categories d, e and f.

9. A Participant who has concerns, evidence or other information concerning any abuse or neglect of a child or vulnerable adult or other matter within the scope of the BG Child Protection Policy is required to promptly report, and provide full particulars of, the matter to BG.

10. As and when requested by BG a Participant shall cooperate fully with British Gymnastics and other relevant authorities and disclose any documents, provide any evidence or other information and provide a written statement in connection with any investigation by BG or other authority into any abuse or neglect of a child or vulnerable adult or other matter within the scope of the BG Safeguarding and Protecting Children policy or into any criminal offences relating to matters within the scope of these Standards of Conduct or in connection with any risk assessment process under paragraph 44 of the Complaints and Disciplinary Procedures or otherwise. In connection with a risk assessment process the cooperation required of a Participant being assessed may include undergoing and making available the results of a medical or other examination.

11. No Participant should victimise or attempt to victimise or encourage the victimisation of any individual (or their parents, guardians or dependents) for raising concerns or making a Complaint.

12. Participants must not conceal or attempt to conceal evidence of poor practice, abuse or misconduct by themselves or others.

13. Individual Participants and, if applicable, Participant organisations must

a) Inform British Gymnastics if they are arrested for or charged with a criminal offence

b) Inform British Gymnastics of any criminal conviction, caution or warning issued by the police

c) Complete a CRB disclosure where they are undertaking "regulated activities" as described in the British Gymnastics document "Use of Criminal records checks and recruitment of ex-offenders Policy"

d) Undertake a risk assessment if and when required to do so under paragraph assessment process under paragraph 44 of the Complaints and Disciplinary Procedures

14. Participants must

a) Not misrepresent their qualifications, registrations, affiliations or professional status

b) Not purport to represent Great Britain, the United Kingdom or British Gymnastics in any gymnastics event without the written permission of British Gymnastics

c) Not purport to represent any of the Home Countries in any gymnastics event without the written permission of the applicable Home Country Association

15. Individual Participants shall not be a member of more than one Registered Club at any one time, except with the permission of their Principal Club and provided no conflict of interest arises.

16. Participants who act as a Coach, and where applicable those employing or supervising coaches, must

a) Conform to BG's recommended standards of coaching best practice

b) Hold BG coaching qualifications appropriate to the activities they are performing and only coach those disciplines, skills and activities for which they are both qualified and capable

c) Not disparage or intimidate gymnasts or seek to poach gymnasts from their Principal Club

d) Accept responsibility for the conduct of gymnasts coached by them

e) Not compromise gymnasts by advocating measures that contravene any competition rules to gain unfair advantage

f) Not coach a gymnast without prior agreement from the gymnast's own coach. Where a gymnast or their parents request a coach 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

g) If coaching services are requested by a gymnast of another club, discuss the matter with that club and that gymnast's own coach

h) Report any formal disciplinary action taken against them by an employer to British Gymnastics. A report shall also be provided by any employer who is a Participant

17. Participants who act as Judges or competition officials and, where applicable, Registered Clubs and Affiliated Associations must

a) Conform to any BG, UEG or FIG regulations, codes of conduct for judges or recommended standards of judging best practice.

b) Not discuss the performance of a gymnast during a competition within the earshot of

any coach, gymnast or member of the public

c) Ensure that differences of opinion or conflicts in respect of any competition decisions, are dealt with through proper and accepted processes

18. Members who are gymnasts must

a) Behave reasonably and in a manner that shows proper respect for other gymnasts and others in the sport of gymnastics and for other athletes when training or competing in a multi-sport environment

b) Not question the decisions of judges and officials during a competition. The proper and accepted processes for raising any differences of opinion or conflicts in respect of any competition decisions are for these to be raised by the gymnast's coach on their behalf if and where the coach considers that such action is appropriate

19. A Registered Club shall

a) comply with the conditions of its registration with British Gymnastics;

b) where it has GymMark status comply with the requirements of the GymMark Scheme; and

c) ensure by its constitution or otherwise that all those associated with the Club are Members of BG and required by the Club to conform to these Standards of Conduct

20. A Registered Club and those associated with it shall not (without the prior written consent of the Board of BG) structure or restructure its activities and operations in a manner which has the object or effect of dividing the Club into two or more parts or organisations such that the remaining part(s) or organisations cease to be a Registered Club and/or some of those persons who would otherwise be associated with the Club cease to be subject to these Standards. A Participant who is a Coach attached to a Registered Club or an officer of a Registered Club shall not provide or facilitate coaching within any such separated organisation or participate in or facilitate the operation of another such organisation.

21. An Affiliated Association shall

a) comply with the conditions of its contract with British Gymnastics; and

b) ensure by its constitution or otherwise that all those associated with the Affiliated Association are Members of BG or BG Registered Clubs or BG Affiliated Associations as the case may be and are required by the Affiliated Association to conform to these Standards of Conduct

22. Before taking a team/gymnast abroad to compete, train or participate in other gymnastic events a Registered Club, Affiliated Association or other Participant shall advise the Resources department of British Gymnastics that it is intending to do so and of the names of those travelling and shall provide evidence to British Gymnastics and those travelling that adequate arrangements have been made to ensure the health, safety and welfare of the gymnasts and coaches and that adequate insurances are in place. Gymnasts who are members of BG or National Squads of any kind should not be taken without the prior consent of the relevant squad coach.

23. Participants involved in the management, direction and operation of a Club or Affiliated Association shall take such steps as are within their power to ensure that the Club or Association complies with its obligations under these Standards of Conduct.

24. The various requirements in paragraphs 15 to 24 are in addition to the requirements which apply to all Participants.

25. These Standards of Conduct are expressed in wide terms and prohibit conduct ranging from extremely serious and criminal acts to unsportsmanlike behaviour or a lack of courtesy. Without limiting the importance of compliance and good conduct it is recognised by BG that not all breaches will justify the taking of formal disciplinary action by BG. Clubs and Affiliated Associations will be able to resolve, formally or informally, many issues arising from breaches occurring within their own activities. BG encourages all Participants to work together in a collaborative manner to identify and resolve minor breaches.

26. Participants should not lodge complaints with BG or pursue allegations against other Participants in circumstances where it can reasonably be expected that other, less formal, action would be sufficient. Unreasonably making or pursuing multiple complaints to BG, or wilfully making false or unjustified complaints about the conduct of other Participants can of itself amount to conduct unbecoming a member of BG.

Appendix 1

Serious Criminal Offences

The Board of British Gymnastics considers that conviction of any criminal offence (other than minor road traffic offences) may, depending on the seriousness of the offence and its circumstances, be incompatible with membership of British Gymnastics. The Board views the following criminal offences as extremely serious and an allegation that a member has committed any of them may lead to suspension pending a disciplinary hearing, and if the allegation is proved at the hearing, expulsion:

- An offence listed in (a) Schedule 1 to the Children and Young Persons Act 1933, (b) Schedule 1 to the Criminal Procedure (Scotland) Act 1995, (c) Schedule 1 to the Protection of Children (Scotland) Act 2003 or (d) any provisions of any statute, statutory rule or order or other legislation applying from time to time to Northern Ireland which is comparable to any such Schedule (provided that the offence is committed in relation to a person under the age of 18 on the date on which the offence is committed) (a "Schedule 1 Offence")
- Fraud
- Theft
- Criminal Damage
- Drugs related offences

In accordance with British Gymnastics' Articles of Association, any member working in a regulated activity will be automatically expelled from membership of British Gymnastics if:-

- he or she is convicted of any Schedule 1 Offence; or having been convicted of any Schedule 1 Offence before becoming a member of British Gymnastics and not having

informed it of that fact either (1) in his or her application for membership or (2) (where such conviction occurs after the date of that application but before he or she is admitted to membership) forthwith following such conviction, British Gymnastics is notified or otherwise becomes aware of that conviction.

A “regulated activity” is one which involves a role of a specified nature in a BG recognised environment to which paragraph 3.1 of British Gymnastics’ “Use of criminal records checks and recruitment of ex-offenders policy” in issue on 1st July 2005 (or any comparable provision of any comparable policy issued by it from time to time) applies.

Where an individual has been subject to a formal caution in respect of a Schedule 1 Offence, this is considered incompatible with membership of British Gymnastics and the Chief Executive Officer will suspend the member. Once the individual is removed from the Register, (eg after 2/3/5 years), and after the completion of a Risk Assessment (recognised by BG but at the individual's own costs) then the BG Board will consider their new application for BG membership.

Relevant provisions from the Articles of Association:

13.1.6

If, having a role to which paragraph 3.1 of the Association’s “Use of criminal records checks and recruitment of ex-offenders policy” in issue on the date of the adoption of this Article 3.1.6 (or any comparable provision of any comparable policy issued by the Association from time to time) applies, he is convicted of any of the offences listed in (a) Schedule 1 to the Children and Young Persons Act 1933, (b) Schedule 1 to the Criminal Procedure (Scotland) Act 1995, (c) Schedule 1 to the Protection of Children (Scotland) Act 2003 or (d) any provisions of any statute, statutory rule or order or other legislation applying from time to time to Northern Ireland which is comparable to any such Schedule (provided that this Article 13.1.6 shall only apply in relation to an offence if it is committed in relation to a person under the age of 18 on the date on which the offence was committed) (a “Schedule 1 Offence”);

13.1.7

If, having a role referred to in Article 13.1.6, having been convicted of any Schedule 1 Offence before becoming a member of the Association and not having informed the Association of that fact either (1) in his application for membership of the Association or (2) (where such conviction occurs after the date of that application but before he is admitted to membership of the Association) forthwith following such conviction, the Association is notified or otherwise becomes aware of that conviction.

13.2

Due to its role and function as the governing body in respect of gymnastics in Great Britain and, in particular, to ensure the safety and well-being of all of its Members or Associate Members who are under 18 or otherwise vulnerable, the Association considers that any conviction as is referred to in Article 13.1.6 or Article 13.1.7 is incompatible with membership of the Association. However, any Member or Associate Member who ceases to be a member or an Associate Member pursuant to Article 13.1.6 or Article 13.1.7 may appeal against the cessation of his membership by giving to the Board within one month of the date of that cessation written notice of the appeal and his or her grounds of appeal. The Board will consider whether on the grounds stated in the appeal the Member or Associate Member concerned should be re-instated to membership. The Board may in

its discretion obtain such advice and assistance in connection with that appeal as it may feel necessary and any decision of the Board in connection with that appeal will be final and binding on the Association and the person concerned. The cessation of the membership of the Member or Associate Member concerned will continue unless and until the Board decides in its discretion to re-instate that membership.

Appendix 2

By paragraph 8 (d), (e) and (f) Participants are required.

d) Not to abuse or misuse any relationship of trust or position of power or influence

e) Not to behave or conduct themselves in any other manner which is unbecoming a Participant.

f) To conform to the standards of conduct, behaviour, equality of treatment, etiquette and good manners specified in these Standards, in BG Regulations or policies or in accordance with the accepted traditions of gymnastics.

Examples of conduct falling within that paragraph are set out below but these examples are not an exclusive list and do not limit the generality of the requirements of paragraph 8:

a) Failing to report, any serious breaches of any of British Gymnastics' policies or standards and not to take or threaten any action to discourage or penalise any other Member from doing so

b) Condoning, or allowing to go unchallenged, any breaches of the Standards of Conduct

c) Failing to display high personal standards and a favourable image that is befitting to their role in the sport

d) Endangering the reputation of the sport of gymnastics, British Gymnastics, its Affiliated Associations and Registered Clubs through inappropriate practices or behaviour

e) Failing to display moderate and responsible behaviour at all times

f) Failing to dress appropriately within the accepted traditions of the sport

g) Consuming alcohol

i) during participation or before participation to the extent that it may impair performance, endanger others or cause offence.

ii) before transporting gymnasts or other Participants

iii) while under the age of 18 years during a gymnastics event or trip

iv) to excess at any gymnastics event

h) Failing to respect the confidentiality of information provided to them concerning other Participants

i) Failing to treat other Participants and others attending at any gymnastic event with dignity and respect

j) Make offensive or abusive remarks/jokes, derogatory comments, sexist or racist comments, suggestive comments, or using unnecessary aggression or intimidation, or carrying out unwelcome flirting, sexual advances or unnecessary touching, malicious gossip or calling people by offensive nicknames

k) Discriminating against an individual or group of people as a direct or indirect result of their gender, age, ethnic origin, religion, sexual orientation, disability or political persuasion

l) Abusing, harassing, bullying or victimising others

m) Causing offence or intimidation through non-verbal conduct and to refrain from gestures that can be offensive

n) Not to display offensive or inappropriate pictures, objects, written material (including slogans on clothing), tattoos, graffiti, flags or badges

o) Questioning the decisions of officials except through accepted procedures

p) Abusing any position of trust with regard to any relationships with children and or vulnerable adults

q) Actions which have the intention or effect of damaging the reputation and credibility of BG or the BG brand

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