



Standards of Conduct for Coaches & Officials

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

Coaches 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 BG's Complaints & Disciplinary 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 BG 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. BG encourages all coaches, officials and participants to work together in a collaborative manner to identify and resolve minor breaches.

BG Policies

BG clubs required to comply with these Standards of Conduct are also required to comply with the following listed policies:

- a) BG Membership Rules
- b) BG Health, Safety & Welfare Policy
- c) BG Equality Policy
- d) BG Safeguarding & Protecting Children Policy
- e) BG Safeguarding Vulnerable Adults Policy
- f) BG Use of Criminal Records Check Policy
- g) BG Anti-Doping Policy
- h) BG Social Media Policy

Associated Documents:

- Complaints and Disciplinary Procedures
- Articles of Association

Other Obligations

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

Coaches 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 of Internationale de Gymnastique (FIG), The British Olympic Association (BOA), The World Anti-Doping Agency (WADA) or The Union of European Gymnastics (UEG).

Coaches 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 before or whilst coaching/ 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/ officiating
- 8) Not make offensive or abusive remarks/jokes, derogatory comments, suggestive comments, or use unnecessary aggression or intimidation, or carry out unwelcome flirting, sexual advances or unnecessary touching, malicious gossip or call people by offensive nicknames within the gymnastics environment
- 9) Not Discriminate against an individual or group of people as a direct or indirect result of their gender, age, ethnic origin, religion/ belief, sexual orientation, disability pregnancy, marriage/ civil partnership or political persuasion
- 10) Not cause offence or intimidation through non-verbal conduct and refrain from gestures that could be offensive
- 11) Not display offensive or inappropriate pictures, objects, written material (including

slogans on clothing), tattoos, graffiti, flags or badges and social media posts

Confidentiality

- 12) Respect the confidentiality of information provided to them concerning participants or fellow coaches/ officials

Competitions/ events

- 13) Accept success and failure, victory and defeat, with dignity
- 14) Treat participants and others attending at any gymnastic event with dignity and respect
- 15) 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
- 16) 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

- 17) Not abuse or misuse any relationship of trust or position of power or influence.
- 18) 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 BG Safeguarding & Protecting Children Policy, and provide full particulars of the matter to BG.
- 19) 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 BG or other authority
- 20) 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.
- 21) Inform British Gymnastics if they are arrested for or charged with a criminal offence
- 22) Inform British Gymnastics of any criminal conviction, caution or warning issued by the police
- 23) Complete a BG Criminal Records check as described in the British Gymnastics document "Use of Criminal records checks Policy"

Misrepresentation

- 24) Not misrepresent their qualifications, registrations, affiliations or professional status
- 25) Not claim to represent Great Britain, the United Kingdom or British Gymnastics without

the written permission of British Gymnastics

- 26) Not claim to represent any of the Home Countries in any gymnastics event without the written permission of the applicable Home Country Association

Coaching

- 27) Hold BG coaching qualifications appropriate to the activities their gymnasts are performing and only coach those disciplines, skills and activities for which they are both qualified and capable
- 28) Not disparage or intimidate gymnasts or seek to poach gymnasts from their Principal Club
- 29) Accept responsibility for the conduct of gymnasts coached by them
- 30) Not compromise gymnasts by advocating measures that contravene any competition rules to gain unfair advantage
- 31) 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
- 32) If coaching services are requested by a gymnast of another club, discuss the matter with that club and that gymnast's own coach
- 33) Not discuss the performance of a gymnast during a competition within the earshot of any coach, gymnast or member of the public