

ENGLISH GYMNASTICS

International and National Representative Gymnastics Coaches / Officials / Staff

Code of Conduct

Introduction

The English Gymnastics Association (EGA) aims to promote the highest standards of behaviours amongst Our coaches / officials / staff in all situations, and as such is introducing this Code. This document reinforces the expectations of the Association at a general level, which promotes additional expectations for any coach / official / staff member involved in the England Programme.

This Code remains in force for the duration of the 2017–21 cycle (until 31st March 2021) and is linked to England Programme selection policies. Coaches / officials / staff will be expected to sign this Code on an annual basis. A copy of the Code will be issued with every delegation letter as a reminder.

General

The Coach / Official / Staff Member must:

- Put the well-being, health and safety of gymnasts above all considerations, including developing performance;
- At all times adhere to the British Gymnastics (BG) Health Safety and Welfare Policy and the BG member Rules and Regulations;
- Consistently display high standards of professionalism, behaviour and appearance;
- Treat all gymnasts / coaches / officials / staff with respect and dignity, value their worth and treat everyone equally, recognising their needs and abilities within the context of their sport;
- Develop an appropriate working relationship with gymnasts / coaches / officials / staff based on mutual trust and respect;

- Always ensure that all coaching and competition programmes are appropriate for the age, ability and experience of the individual gymnast;
- Always identify and meet the needs of the individual gymnast, as well as the needs of the Team;
- Never exert undue influence to obtain personal benefit or reward. In particular, You must not use Your position to establish or pursue a sexual or improper relationship with a gymnast or someone close to You;
- Encourage and guide gymnasts to accept responsibility for their own behaviour and performance;
- Continue to seek and maintain Your own professional development in all areas in relation to coaching of children and vulnerable adults;
- Never try to recruit, either overtly or covertly, gymnasts who are already receiving coaching. If approached by a gymnast already receiving coaching, refer immediately to the coach / official currently providing coaching support;
- Treat all information of a personal nature about individual gymnasts as confidential, except in circumstances where to do so will allow the gymnast to be placed at risk of harm or continue to be at risk of harm;
- Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors, and physiotherapists) in the best interests of the gymnast;
- Never encourage or condone gymnasts, volunteers, officials or parents to violate the rules of the club or the sport and report any violations appropriately;
- Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.

National Team Camps and Competitions

When representing any England National Team or attending an England Training Camp, You are expected to:

- Lead, organise and control Yourself and other team members aptly under situations of high responsibility and stress;
- Demonstrate Your understanding of the international arena by helping to create an atmosphere conducive to high performance;
- Be fair and transparent in England Team and Training Camp selection;
- Be suitably attired in any Team kit provided by the EGA / Team England;
- Agree not to make any statement or do or authorise any act that may be prejudicial to the image, reputation or goodwill of the EGA;
- Support, assist and co-operate fully with the EGA, complying with all reasonable instructions;
- Provide the England National Coach with specific coaching, technical and tactical information on the gymnasts You are responsible for in preparations for competitions;

- Ensure gymnasts You are responsible for are attired in the correct England National Team clothing;
- Treat all National Team staff (the 'Team' meaning all those persons selected by the EGA and includes gymnasts, coaches, nominated reserves, medical support personnel, judges, Team Leaders, Heads of Delegation and any associated members of the England Programme staff) with respect and dignity;
- Be respectful and supportive of all Team selection decisions made by the England National Coach;
- Undertake all programme activities (Camps and Competitions) laid out by the England National Coach as part of the preparations for all competitions to prove their readiness to compete.

Consumption of Alcohol at England Team Camps and Competitions

When representing an England Team or attending an England Programme Training Camp, the consumption of alcohol during the evening (after the completion of coaching/official/Team related duties) is allowed in **moderation**, however it is deemed unacceptable in the following circumstances:

- Whilst wearing England uniform/clothing;
- In the presence of gymnasts;
- When the consumption of alcohol leads to abusive or offensive behaviors that are deemed to bring the EGA reputation into disrepute and contravene the conduct noted within this policy;
- When the consumption of alcohol is detrimental to Your behavior and/or ability to complete Your coaching/official duties the following day.

Consequences of Breaching the Code of Conduct

The EGA will determine the consequences such as disciplinary action and/or sanctions if there is a breach of the Code.

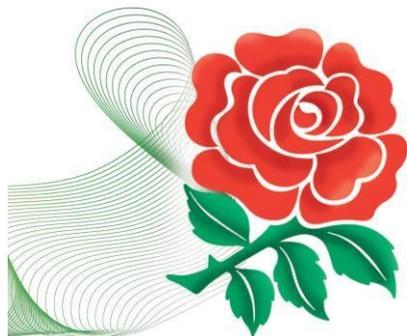
Consequences will depend on the severity of the breach and will include the following:

- Issuing a warning, requiring a verbal or written apology
- Immediate removal from coaching/official duties at camps/events/competitions
- A letter of reprimand from the EGA
- Counselling by Chair and / or delegated officer
- Suspension from coaching duties and privileges
- Suspension of British Gymnastics membership

All the above consequences will be administered through the existing BG disciplinary process that can be found on the BG website.

Changes to this Code of Conduct

The EGA Board reserves the right to amend this policy at any time. Any changes will be communicated to all relevant coaches and officials.



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**Gymnastics Coaches / Officials Code of Conduct
Acknowledgement Form 2017–2021 Cycle**

I, _____
(Full Name)

(Address)

in the discipline / position of

agree to the following terms:

- (a) I agree to abide by the EGA Coaches / Officials Code of Conduct
- (b) I acknowledge that the EGA Board may take disciplinary action against me, if I breach the Coaches / Officials Code of Conduct.
(I understand that the EGA is required to implement the complaints handling procedure within the BG Rules and Regulations and in accordance with the principles of natural justice, in the event of an allegation against me)
- (c) I acknowledge that disciplinary action against me may include removal from my England coaching / official duties and/or suspension of my membership of BG

(Signature)
(Date)