



Rugby Gymnastics Club Gymnast Behaviour Policy

This policy addresses both the promotion of positive behaviour as well as and sanctions regarding any poor behaviour demonstrated by our gymnasts.

Everyone at Rugby Gymnastics Club (RGC) has a part to play in the promotion of high standards of behaviour. It is important that there is a clear behaviour policy reinforced by clear consequences utilised within a safe, secure, and positive environment.

We acknowledge that the vast majority of gymnasts and parents' behaviour and conduct is appropriate, positive and supportive of RGC's work. However, it is important to make our expectations clear for all our participants.

Good behaviour is crucial in maintaining a positive and safe environment for all gym users. Behaviour, which in any way, disrupts training or creates a negative environment within RGC is unacceptable and, through the promotion of positive behaviour, we seek to minimise any such behaviour.

We expect that RGC staff and parents / carers should support:

- Promoting an understanding that gymnasts are responsible for their own behaviour and that inappropriate or unsafe behaviour will not be tolerated.
- Creating and maintaining an organised and safe training environment
- Gymnasts to demonstrate respect, courtesy, tolerance, and teamwork between each other and with RGC staff.
- The development of pride in the efforts, and achievement of gymnasts.

Behaviour Management

The following guidelines are to assist coaches when dealing with inappropriate behaviour whilst at RGC or off site at competitions or training.

- Gymnasts will be given the reasons why their behaviour is unsafe or inappropriate for the environment they are in and requested to change their behaviour.
- If a gymnast continues to demonstrate the behaviour, then they will be asked to sit out of their session (within the gym) to reflect upon their behaviour and they will be spoken to away from the group and without humiliation e.g. shouting or punishment. They can resume training after 5 minutes.
- Parents/carers will be informed of their child's behaviour at the end of the training session.



- If sitting out is required more than twice in one session, then gymnast's parents/carers will be contacted to collect the gymnast immediately. Where this is not possible, the gymnast will not be able to continue with the session but will remain in the gym until collection is possible. Coaches will record any such incidents on an RGC incident form.
- Should inappropriate behaviours be repeated on multiple occasions, a meeting will be held with parent/carer and gymnast to discuss the issues and a written warning will be issued.
- If poor behaviour continues, another meeting will be held, and a final written warning will be issued.
- Following this, exclusion from RGC may follow if the negative behaviour continues.

In some instances where behaviour is serious misconduct an immediate suspension or exclusion may be necessary. Examples of such behaviour may include:

- Bullying (Verbal or physical)
- Discrimination (Racism, sexism, homophobia, disability, religion)
- Bringing dangerous / inappropriate items into RGC which could cause harm to gym users.
- Causing a serious breach and or risk to the health and safety and /or well-being of themselves, other gymnasts and gym users including RGC staff.
- Stealing
- Wilfully damaging / vandalising property

Where a suspension is issued, RGC will investigate the alleged misconduct and decide on an appropriate cause of action based on the evidence presented. This could result in a written or final written warning being issued or in extreme cases where serious misconduct is proven in the balance of probabilities, exclusion of a gymnast may be required.