



Essendon Keilor

Gymnastics Academy

194-196 Roberts Rd Airport West 3042 | 03 9336 4077 | gymnastics@ekga.com.au

Codes of Behaviour

Statement of Commitment

EKGA strives to ensure impeccable behaviour of all gymnasts, spectators, administrators, coaches and officials. By ensuring everyone is following the codes of behaviour we can ensure maximum enjoyment for all involved.

Definitions / Policy Coverage

Gymnasts include all adults and children that participate in a Gymsport at EKGA.

Coaches includes all coaches, junior coaches, senior coaches, volunteer coaches and guest coaches

Administrators include the Director, Office administration staff and Senior Coaches with administration duties.

Policy Application

Gymnasts, Coaches, Administrators, Spectators and Judges

Roles and Responsibilities

Gymnasts

We communicate in a polite and positive manner. No swearing, name calling, bullying or bad language.

- 1) Listen to and follow the coaches instructions to the best of their ability.
- 2) Remain with their group at all times.
- 3) Follow the set walking paths around the gym and look before walking in front of any equipment. We do not walk through classes or under / over equipment.
- 4) Only touch other gymnasts or coaches if we are assisting / being assisted with a skill. We do not hit, punch, kick or touch anyone in an inappropriate manner.
- 5) We ask for coach's permission to leave the gym for any reason.
- 6) We follow uniform guideline and make sure long hair is tied up and no jewellery is worn to training or competitions.
- 7) We do not enter the gym before called in by the coach.
- 8) We arrive on time, knowing that if we arrive late we may not be allowed to participate (the coach will make this decision based on safety considerations). Children in one-hour classes arriving more than 5 minutes late will not be admitted to the class.
- 9) We do not play on equipment once class has been dismissed.
- 10) If we have an injury or illness we inform our coach prior to our class beginning warm up. We make sure coaches and administrators must be aware of any medical conditions we may have.
- 11) We always bring a water bottle with us to gym. Only water bottles permitted in the gym. No other food or drink.
- 12) We use the correct rubbish or recycling bin to dispose of waste.
- 13) We all work hard, respect our coaches / supervisors, respect the equipment and follow all club policies and procedures.
- 14) We Respect the Rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Parents

- 1) Focus on enjoying the sport, reducing the emphasis on winning. Teach children that an honest effort is as important as victory.
- 2) Encourage children to always play by the rules and respect the decisions of Officials and Judges. Accept decisions of judges as being fair & called to the best of their ability.
- 3) Do not criticise your children in front of others, reserve constructive criticism for more private moments – but leave any performance criticism to your coach!
- 4) Remember a child learns best by example. Applaud good skills and routines by all gymnasts, congratulate all gymnasts, regardless of the outcome. Show respect for your team's opponents, do not criticize them for without them, there would be no competition.
- 5) Do not criticise coaches, gymnasts or judges during competitions – be an ambassador for our club.
- 6) Set a good example by your own conduct and behavior. Your children will see and hear how you respond to the success and failures they and their team mates have. Handle yourself in a manner which you can be proud of the role model you are setting.
- 7) Ensure your child is on time for gymnastics and is dressed appropriately – as per club guidelines.
- 8) Do not use derogatory language based on gender, race or impairment.
- 9) **Do not criticize coaches or gymnasts.** Don't become "one of those parents" – if you have a concern, make a time to see your coach or Department Leader so something can be done about it. Do not raise your voice or speak rudely to any member of the EKGA staff. If you have an issue, make a time to meet and discuss it calmly. For serious issues or questions (such as gymnast



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behaviour/training concerns or team selection) please ensure any discussion with coaches is done in a private place (not the viewing area as it is not appropriate for other children to hear such discussions).

- 10) Encourage children to participate if they are interested. If they are not, don't force them.
- 11) Support all efforts to remove verbal and physical abuse from sporting activities (from parents as well as gymnasts).
- 12) Respect the Rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- 13) We accept parents and spectators need to wait in the viewing area (Special needs, Tiny Tots and Squirts excepted).
- 14) Remember children play sport for fun. Children are involved in sport for their enjoyment, not yours. They are not participating for the entertainment of spectators. They are not miniature professionals, but kids having fun!

Coaches

- 1) We are reasonable in our demands on young gymnasts' time, energy and enthusiasm.
- 2) We remember that children participate for fun & enjoyment and that winning is only part of their motivation. Never ridicule children for making mistakes or losing.
- 3) We ensure that equipment & facilities meet safety standards and are appropriate to the age & ability of gymnasts. We are safety conscious and ensure that all equipment is used and adjusted correctly.
- 4) We make sure all equipment is returned to its correct place at the conclusion of our classes.
- 5) We follow the advice of a physician when determining when an injured gymnast is ready to recommence training.
- 6) We ensure that only participants are allowed in the gym. Parents and family members need to wait in the viewing area (Special needs, Tiny Tots and Squirts excepted).
- 7) We follow uniform and presentation guidelines ourselves and remind our gymnasts to do the same.
- 8) We ensure that the time gymnasts spend with us is a positive experience. All young people are deserving of equal attention and opportunities.
- 9) We do not spend time alone with a child, we always ensure there are always other children or other adults present. We only touch gymnasts or other coaches if we are assisting / being assisted with a skill. Any physical contact with a young person should be appropriate and necessary for the gymnasts skill development or safety.
- 10) We do not offer gymnasts lifts to or from training or events
- 11) We conduct ourselves in a manner consistent with our position as a positive role model for children and as a representative of EKGA
- 12) For serious issues concerning a gymnast (such as behaviour/training concerns or team selection) we ensure any discussion with parents is done in a private place (not the viewing area).
- 13) We follow and implement all of EKGA's policies and guidelines
- 14) We respect the rights, dignity and worth of all participants regardless of their gender, ability, culture or religion.

Administrators

- 1) Ensure that no coach is left in the gym with children by themselves whenever possible.
- 2) Ensure that opportunities for participation in gymnastics are made available to all children, regardless of ability, size, shape, gender, age, disability or ethnic origin wherever possible.
- 3) Equipment and facilities must be safe and appropriate for the ability level of participating children.
- 4) Rules, equipment, length of competitions and training schedules should take into consideration the age, ability and maturity level of participating children.
- 5) Ensure that adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skills.
- 6) Remember that as children participate for enjoyment, downplay the importance of awards.
- 7) Provide workshops aimed at improving the standards of coaching and officiating, with an emphasis on appropriate sports behaviour and skills.
- 8) Ensure gymnasts, coaches, spectators and officials are aware of codes of behavior
- 9) Promote education and learning amongst staff and create learning opportunities for all staff.
- 10) Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- 11) Involve young people in planning, leadership, evaluation and decision making related to the activity where possible.

Judges

- 1) Interpret rules and regulations fairly and to the best of your abilities.
- 2) Be consistent, objective and courteous in calling all infractions.
- 3) Publicly encourage rule changes which will reinforce the principles of participation for fun and enjoyment.
- 4) Actions speak louder than words. Ensure that both on and off the court your behaviour is consistent with the principles of good sportsmanship.
- 5) Make a personal commitment to keep yourself informed of any new or changing judging requirements and the principles of growth & development of children.



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- 6) Help the education process in gymnastics. Judges can help gymnasts & coaches maximise gymnasts potential by ensuring requirements are understood, and by encouraging good sportsmanship.
- 7) Adhere to all judging rules and remember you are representing EKGA at every event you attend, set a standard for yourself.
- 8) Be appropriately dressed at all competitions.
- 9) Attend all workshops appropriate to your level.
- 10) Be reasonable in your demands on young gymnasts' time, energy and enthusiasm.
- 11) Remember that children participate for fun & enjoyment and that winning is only part of their motivation. Never ridicule children for making mistakes or losing.

Spectators

- 1) Applaud good performances from each team. Congratulate all gymnasts regardless of outcome.
- 2) Respect the judge's decisions and scores. Encourage all to obey rules & decisions of officials.
- 3) Never ridicule or scold a gymnast for making a mistake during competition. Be positive.
- 4) Condemn the use of violence in any form, be it by spectators, coaches or gymnasts.
- 5) Show respect for your team's opponents, without them, there would be no competition.
- 6) Do not use foul language nor harass gymnasts, coaches or officials.
- 7) Avoid use of derogatory language based on gender, race or impairment.
- 8) Do not criticise coaches, gymnasts or judges during events – be an ambassador for your club.

Policy Breaches and Consequences - Gymnasts

In order to create a fair learning environment for all who participate in our gymnastics classes, order and consistency must be provided and maintained. The following policy is in place to protect those wishing to participate in gymnastics free from harassment and risk of injury. All participants have a duty to prevent injuries occurring to themselves and others. All coaches have duty to prevent foreseeable injury to all who participate. Implementation of the following actions will take place if a participant is placing themselves or others at risk of harm or harassment or is breaching any of the club rules.

Strike one

Must sit next to the coach (or in a reasonable designated area) for up to five minutes.

Strike two

Must sit outside the class in a reasonable designated area (against wall of gym, or somewhere where they can be supervised by coach, but cannot communicate with other gymnasts) for at least for no more than 10 minutes.

Strike three

Must leave the class for the remainder of the lesson, get dressed and watch class from the viewing area (or wait in reception) if parents are not present or cannot come and collect the child. Parent / guardian to be notified of the participants' behaviour. Report to be provided (verbal or in writing) to manager regarding participant's behaviour.

Policy Breaches and Consequences – Coaches, Judges and Administrators

Essendon Keilor Gymnastics Academy is aware of the necessity to enforce policies and procedures for safety and equipment requirements. Non compliance will be discussed with employees to ensure that they have fully understood the instructions and information given to them. If it is found that they have not clearly understood or misinterpreted the instructions and information, further training or induction will be provided. The DIRECTOR will record any verbal warnings given. If non-compliance continues written warnings will be given. If inappropriate behaviour continues, the DIRECTOR will decide on any action to be taken, including possible dismissal. All steps will be conducted in line with the EKGA privacy policy.

Policy Breaches and Consequences – Spectators / Parents

The following five-step Non Compliance Strategy will be followed:

- 1) Assume the person is unaware of the policy
- 2) A staff member or club representative will approach the person breaching the policy / breaking the rule and politely request that they stop their activity and remind them of the policy / rule
- 3) If the offence continues, then the most senior member of staff will verbally warn them again and insist that if the activity continues they will be asked to leave the premises.
- 4) If the offence does continue then the offender should be escorted from the premises by the most senior staff member present if safe to do so. If the person refuses to leave staff should not put themselves in danger by physically attempting to remove the person. In this instance if the offence is deemed serious enough a staff member should keep a close eye on the person and contact the police.
- 5) If a serious breach occurs and any step in the non-compliance policy past step 2 is required, an incident report should be completed and be reported to club management.