



Whangarei Academy of Gymnastics Behaviour Policy



We are all in this together!

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WAGS Behaviour Policy

Purpose

The purpose of this policy is to have some clear rules and procedures around coach and gymnast behaviour inside the Club. It is also the responsibility of the coaches and gymnasts to follow this.

This document

The purpose of this document is to guide the coaches, gymnasts and their family/whānau at WAGS on the appropriate guidelines of behaviour and conduct, general, training and competition etiquette, interaction, communication, attendance requirements, gymnast behaviour policy and how to deal with breaches of the policy

Etiquette for Coaches

General

The Coach must:

- show respect for all gymnasts, parents and colleagues - this includes positive coaching, listening, and always being courteous and respectful
- respect the rights dignity and worth of every person regardless of their gender, ability, cultural background, or religion.
- recognise that physical, sexual or verbal abuse, bullying, tormenting or ridicule is unacceptable behaviour by any coach
- treat all participants as they would like to be treated

Training

At training the Coach must:

- provide positive feedback that will enhance the gymnast's learning
- set high standards of personal behaviour and lead by example, demonstrating excellent behaviour and demeanor
- always act professionally
- always support and be present with all gymnasts during warm up, apparatus work and conditioning (no sitting and watching)
- validate gymnasts on their achievements
- provide an appropriate accolade for successes
- show understanding with all gymnasts
- be actively engaged during training
- listen to gymnast's feedback, take on board their concerns and fears and create achievable goals for individuals
- place the well-being and safety of the gymnast above development of skills and performance
- not use bad or inappropriate language in jest or otherwise to any other staff member or gymnast.

Additional rules

The Coach must:

- arrive on time and allow time for set up and preparation of classes
- No cell phones on the gym floor except for senior coaches who may use them as a coaching tool.
- always wear appropriate coach uniform and be tidily presented
- refrain from unnecessarily leaving the gym floor and/or leaving gymnasts during training. Ask another coach to

- keep an eye on gymnasts if leaving is necessary, e.g. to attend to an injured gymnast
- Tidy up all equipment after use –gymnasts can be directed to do this

Competitions

At competitions the Coach must:

- ensure they have gymnast's music and ribbon cards
- check in on arrival to with competition personnel
- ensure all gymnasts are in attendance and are in the right uniform
- be present and engaged with gymnasts during warming up and competition to ensure their safety
- provide positive reinforcement and support prior to the competition commencing
- lead by example and show model behaviour throughout the competition
- not show negative emotions at gymnasts who do not complete skills or fall at comps
- not react negatively to poor scores. Always respect the judge's decision. If there is any query on scoring, approaching the judging panel must be done as per competition standards and in a professional manner.
- not undermine the judges in front of competing gymnasts
- follow correct procedure as dictated by the competition control judge if there is an injury to any gymnast

Reporting Injuries

Document any injuries by completing an Incident accident report form found by the freezer. Make a photocopy to give to the parent and leave original in the injury folder for club records. If competing away ask for a form to fill in.

Etiquette for Gymnasts

General

The gymnast must:

- be respectful to all coaches at all times during training - listening, being courteous, using manners. Treat everyone as you would like to be treated specifically
 - no back chatting
 - do not interrupt while coaches are speaking
 - communicate respectfully at all times
- respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion
- show appreciation to other gymnasts, coaches, parents and anyone else who helped support them during the competition
- recognise that physical, sexual or verbal abuse, bullying, tormenting or ridicule is unacceptable behaviour by a gymnast
- be a good sport - applaud good work whether it is done by fellow gym mates or other competitors
- treat all participants in the sport, be it a team member or coach, as you would like to be treated.
- be inclusive with their team mates.

Training

At training the gymnast must:

- listen to their coach carefully - the coach is there to help gymnasts to achieve
- always have a positive "go for it" attitude

- demonstrate high work ethics and attempt all suggested exercises with a “can do” attitude
- keep trying when unable to complete a task or skill
- be positive when learning new skills - this will have a better impact on learning, and positively affect other team members. Failure is a part of learning and paves the way to success. A more negative response might look like discussing what they cannot do with other team members or crying and displaying uncontrolled emotions.
- be supportive and sensitive to their teammates and other gymnasts in the gym
- show a general respect for the Club’s equipment,
- treat all participants in their sport, be it a team member or coach, as they would like to be treated
- participate within the rules and respect the coaches and their decisions
- thank their coach after each session.

Attendance at training

The gymnast:

- is expected to attend training sessions, as a minimum, unless the gymnast is unwell or injured and unable to train
- must notify the Club/Coach prior to the session if they won’t be attending the training session
- if injured, is still expected to attend training (always following medical guidance) as there are ways that a gymnast can work on whilst avoiding the injured body part - there can often be significant gains made during an injury, and it can be an opportunity to develop / focus on weaknesses
- must always stay in the sight and care of the coaching staff and should remain inside the gym until a parent/caregiver picks up the gymnast.

Additional training rules

- No cell phones are to be taken onto the gym floor unless the gymnast has approval from their coach for videoing purposes - the use of cell phones on the gym floor for general use is disrespectful to the coach and the entire squad.
- Drink breaks are allowed. Dependent on the class, these will be either monitored and scheduled for junior competitive and recreation classes, or for older competitive classes gymnasts may drink when they need to. Coaches to make the call when drink breaks are to happen.
- Snack breaks are allowed for gymnasts whose training session are longer than 2 hours. Food to be eaten in the designated area not on the gym floor. All rubbish to go in the bins.
- All gymnasts must wear correct training attire. Leotards and tight-fitting clothes. Socks or trampoline shoes are required for trampoline classes.
- Gymnasts are required to tell their coaches when they need to go to the toilet. This is a health and safety requirement.
- If a gymnast becomes injured, it is imperative that the coach is told immediately. Do not continue to exercise if pain is present. This can lead to further injury which then takes longer to heal.

Competitions

At competitions the gymnast must:

- participate in competitions for their own enjoyment and benefit, not just to please parents and coaches
- wear their competition leotard and tracksuit and appropriate hair attire (this is at the coach’s discretion and in most cases will be coordinated prior to the event)
- present themselves on march out as a proud member of their Club
- always present properly to the judges at the event
- not leave the competition floor for any reason without coach approval
- always try their best at competitions, even after a lapse in performance
- accept the judge’s decision

- cheer on their team members and support their achievements.
- respect other Club's property, staff and gymnasts
- not speak negatively about the Club - if a gymnast has an issue with the Club, they can feel free to speak to a Club representative, outside of the competition
- not take a cell phone onto the gym floor under any circumstances - the use of cell phones on the gym floor during competitions is prohibited
- only eat during a competition when given approval from their coach and where the host club has advised is appropriate.

Etiquette for family/whānau

Family and whānau must:

- celebrate your child/ren no matter how they perform. This is the most important thing a parent can do for their child. They don't want to hear how bad they did or have their mistakes pointed out. Build them up, don't tear them down
- remember children play sport for fun, they are not participating for the entertainment of spectators and they are not miniature professionals
- leave coaching to the coaches and give them the support they need for them to do the best job they can
- reward effort rather than results
- be advocates for the gym and their coaches and setting a good example not only to other parents, but most importantly to their child/ren - negative talk and gossip is detrimental and demoralising to everyone
- applaud good performances from each team - congratulate all gymnasts regardless of the outcome
- respect the judge's decisions and scores and encourage gymnasts to obey the rules and decisions of the officials
- not ever ridicule or scold a child for making a mistake during competition - be positive
- show respect for the team's opponents and coaches as without them, there would be no competition
- be an ambassador for their Club - it is not appropriate to comment on other gymnasts scores
- demonstrate appropriate social behaviour by not using foul language, harassing gymnasts or coaches
- not use derogatory language
- be involved in the Club and contribute during competitions events and working bees.

Family and whānau are welcome to attend training sessions but must not coach or comment to their gymnast during the session. Coaching from the balcony undermines the coach and confuses the gymnast. Let the coaches coach. That is their job. If parent's wish to learn to coach let the club know.

The gym floor is for coaches and gymnasts only. This is a Health and Safety requirement. All family and whanau must watch from the upstairs balcony and are not permitted on the gym floor in the activity area.

Inappropriate behaviour

Coaches

The following list outlines what is deemed to be inappropriate behaviour:

- a constant negative attitude towards other coaches or gymnasts during training
- talking negatively about other gymnasts or coaches.
- being unwilling to complete a task.
- shouting at other coaches or gymnasts
- damaging equipment
- punching or hitting equipment in anger or frustration
- swearing or use of bad language

- taking undue risks with gymnast safety.

Gymnasts

The following list outlines what is deemed to be inappropriate behaviour:

- a constant negative attitude towards coaches or other gymnasts during training
- talking negatively about other gymnasts or coaches
- talking back to the coach.
- being unwilling to complete a task
- shouting at the coach or other gymnasts
- damaging equipment
- punching or hitting equipment in anger or frustration
- swearing or use of bad language
- performing unsafe skills.

Additional Information

- The athletes must be always in the sight and care of the coaching staff.
- Misbehaviour should be dealt with in a positive proactive way. Little will be gained from punishment without explanation and understanding, however a long-drawn-out discussion in front of other gymnasts should be avoided.
- Inappropriate behaviour is different to gymnast mistakes. Mistakes are an expected part of training and learning new skills. They must be encouraged to take risks and understand that mistakes should be understood and corrected with the coaches help. There must be no punishment associated with mistakes.
- Punishment is not to be dealt out to the gymnast by the coach in the form of extra strength or conditioning. This is clearly against a positive coaching environment and can be counter-productive.
- Clear documentation of ongoing poor behaviour must be maintained in the Incident Log Book.
- Staff members are reminded to create a positive, healthy climate in which to learn. It is the responsibility of the coach to create this and develop this with their gymnast.

Family/whānau

The following list outlines what is deemed to be inappropriate behaviour:

- a constant negative attitude towards coaches, other gymnasts or the Club
- talking negatively about other gymnasts, coaches or administration staff or members of the committee
- shouting at the coach or other gymnasts or otherwise harassing coaches
- damaging equipment
- swearing or use of bad language.

Safeguarding policy

This policy should be read in conjunction with the WAGS Safeguarding policy if needed.

Process to deal with breaches of policy or inappropriate behaviour

Coach

If you believe the behaviour of a coach to be inappropriate, please follow the Complaints Procedure on the WAGS website:

For an informal resolution, document any concerns with details of when, where and who noted and send to the Club Manager. Email: manager@wags.org.nz

A meeting between coach, parent and/or gymnast will be scheduled to discuss the issue if necessary.

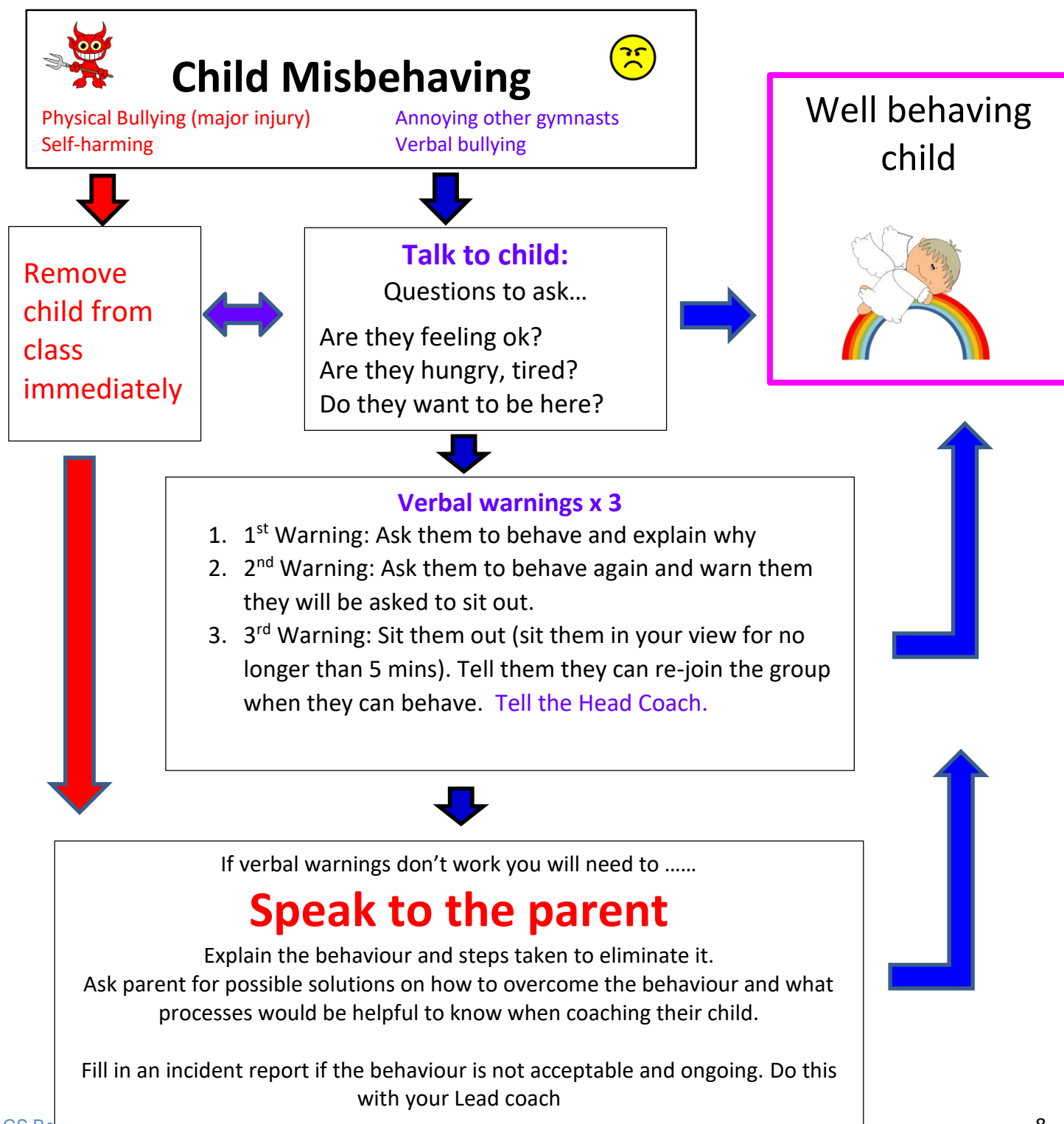
During the behaviour management process, the coach is always to conduct themselves professionally and continue to coach all gymnasts to a high standard.

For a serious breach or inappropriate behaviour; action as outlined in the Employment Contract will be undertaken.

Gymnast

Should the behaviour of a gymnast be inappropriate, follow the diagram below:

WAGS Behaviour Management Flowchart



During the behaviour management process, coaches must always conduct themselves professionally and continue to coach all gymnasts to a high standard.

In extreme or chronic ongoing circumstances, the Club may take disciplinary action where the gymnast may be required to permanently leave the club.

Parent

If you hear or witness a parent acting or speaking negatively about the club or any gymnasts. Remind them of the clubs Behaviour Policy and what good behaviour should look like.

Appendix 1: Behaviour Management Declaration; Confirmation of Agreement; For all competitive gymnasts and their parents to sign

All incidents, documentation, and meetings are treated as strictly confidential and are not discussed with parties who aren't directly involved.

All notes from any meetings will be made available to all parties.

Declaration

I..... understand the Club's requirements with regard to etiquette and behaviour and the steps required to manage inappropriate behaviour. I agree to abide by these rules and policies.

Signed Gymnast:

Date:

Signed Parent/Guardian: **Date:**

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