



Coach & Staff Code of Conduct

Purpose:

All coaches, officials, and staff at North Oxford Gymnastics are committed to providing a **safe, professional, and positive environment** for all gymnasts. By participating as a member of the coaching or staffing team, you **agree to uphold all club policies, British Gymnastics rules, and safeguarding procedures**. Failure to comply may result in disciplinary action, including suspension or removal from the club.

This Code of Conduct sets out the standards that **gymnasts, parents, and carers can expect** from the coaching and staffing team.

Safety & Welfare of Participants

- Prioritise the **well-being and safety of all gymnasts** above performance or results.
- Ensure activities are appropriate to the **age, ability, and experience** of participants.
- Ensure all participants are **physically and mentally prepared** when learning new skills.
- Never condone rule violations or the use of prohibited substances.
- Maintain confidentiality of personal information and do not share without consent.

Professional Conduct & Relationships

- Develop working relationships with gymnasts, colleagues, and parents based on **mutual trust, respect, and professionalism**.
- Maintain consistently **high standards of behaviour and appearance**. Dress suitably and avoid inappropriate language at all times during club activities.
- **All jewellery must be removed when coaching or assisting gymnasts**, in line with the **British Gymnastics Body Piercing and Adornments Policy**.
- Never consume alcohol immediately before or during training sessions or events.
- Never exert undue influence over participants for personal benefit or reward.
- Never have participants stay overnight at your home.



Coaching & Communication Responsibilities

- Hold **appropriate qualifications** and maintain **current British Gymnastics membership**.
- Follow all **British Gymnastics and North Oxford Gymnastics rules, policies, and procedures**.
- Maintain good **timekeeping**, arriving approximately 10 minutes prior to sessions to ensure gymnasts experience smooth, professional sessions.
- Communicate respectfully and professionally with colleagues, parents, and gymnasts at all times.
- Any disagreements between coaches or staff must take place **privately**, not in front of participants. Unresolved conflicts should be reported promptly to the **Club Welfare Officer**.
- BG members in positions of trust must **not contact young people via social networking sites** if they hold responsibility for that individual.

Transport & Competitions

- Obtain **parent/guardian consent** before transporting participants.
- Ensure all coaching at competitions, events, or training follows BG and club rules.
- Promote **fair play and positive aspects of the sport**, and encourage participants to value **performance, not just results**.

Safeguarding & Compliance

- Report any **incidents, disclosures, or referrals** immediately to the **Club Welfare Officer**:
 - Kimberly Ashwin — welfare@noxgymnastics.com
- Hold a **valid DBS disclosure** and present the certificate to the club. Any criminal convictions must be reported immediately.
- Comply with all **British Gymnastics Safeguarding and Protecting Children policies** and club safeguarding procedures.



Compliance Statement

By participating as a coach or staff member at North Oxford Gymnastics, you **agree to follow all club policies, safeguarding procedures, and British Gymnastics rules**.

- Failure to comply may result in **disciplinary action, suspension, or removal from the club**.
- All club policies and documents can be found at:
<https://www.noxgymnastics.com/gymnastics-club-policies/>