



## 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.

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### 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.
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### 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.
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## 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.
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## 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**.
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## Safeguarding & Compliance

- Report any **incidents, disclosures, or referrals** immediately to the **Club Welfare Officer**:
    - **Kimberly Ashwin — [welfare@noxgymnastics.com](mailto: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.
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## 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/>