



Coaches, Officials and Volunteers Code of Conduct

The essence of good ethical conduct and practice is summarised below. All coaches, officials and volunteers of North Oxford Gymnastics Club must:

- Consider the well-being and safety of participants before the development of performance.
- Develop an appropriate working relationship with participants based on mutual trust and respect.
- Hold the appropriate, valid qualifications and current British Gymnastics membership.
- Make sure all activities are appropriate to the age, ability and experience of those taking part and ensure all participants are suitably prepared physically and mentally when learning new skills.
- Display consistently high standards of behaviour and appearance, dressing suitably and not using inappropriate/bad language at any time whilst involved with club activities.
- When a coach is carrying out a spotting or gymnast supporting role; all jewellery must be removed. However if the coach is evaluating performance or giving instruction only; (by this we mean coaching whilst not in direct physical contact with the gymnast or gymnastic equipment), jewellery may be worn.
- All jewellery needs to be removed or taped in accordance with British Gymnastics Body Piercing and Adornments Policy.
- Never consume alcohol immediately before or during training events.
- Obtain prior agreement from the parent/guardian of participants before transporting them anywhere (training or competitions).
- Never have participants stay overnight at your home.
- Never exert undue influence over participants to obtain personal benefit or reward.
- Never condone rule violations or use of prohibited substances.
- Make sure all confidential information is not divulged unless with the consent and approval of the individual concerned.
- Always promote positive aspects of the sport (e.g fair play)
- Encourage participants to value their performance, not just results.
- BG members in a position of trust and/or responsibility (as defined in the BG Safeguarding and Protecting Children Policy) should not be in contact with young people through social networking sites if they hold such a position in respect of that individual young person.
- Any conflict between coaches should take place in private, not in front of club members. Any disagreements that cannot be resolved through discussion and compromise should be reported to the Welfare Officer (Kim Ashwin - welfare@noxgymnastics.com) at the earliest opportunity.
- Coaches should maintain good time keeping trying to arrive around 10 minutes prior to their session starting to help with set up.

- Coaches should try and give at least two week's notice to the head coach if they are unable to attend a session due to other commitments.
- It is the coach's responsibility to find a replacement coach for the session.
- Always report any incidents, referrals or disclosures immediately to Kim Ashwin (Club Welfare Officers).
- All coaches are required to hold a DBS disclosure form and present to the club a valid DBS certificate. If any coach is convicted of a criminal offence they are obliged to report this to the club immediately.
- Follow all rules set by British Gymnastics and North Oxford Gymnastics Club.