



Lunar Gymnastics Club BEHAVIOUR POLICY

INTRODUCTION

This policy addresses both the promotion of positive behaviour and our policy on rewards and sanctions with regard to behaviour of our gymnasts and wider community.

Everyone at Lunar Gymnastics Club (LGC) has a part to play in the promotion of high standards of behaviour and conduct. It is important that there is a clear code of conduct reinforced by a balanced combination of rewards and consequences, within a safe, secure and positive environment.

We acknowledge that the vast majority of gymnasts and parent's behaviour and conduct is appropriate, positive and supportive of LGC staffs' work. However, it is important to make clear and explicit our expectations.

We regard behaviour and discipline to be a highly important aspect of a gymnast's attitude and character development. Good behaviour and discipline is crucial in maintaining the health and safety of all gym users.

Good behaviour should be promoted in a consistent way in order for all gym users to feel safe and secure, for the club to be orderly and to set the tone for positive relationships at LGC. Behaviour, which in any way, disrupts training or creates a negative environment within the club is unacceptable and, through the constant promotion of positive behaviour, we seek to minimise, if not eliminate any such behaviour. This applies to all stakeholders e.g. gym users (gymnasts), staff, parents and carers and others.

AIMS

- To promote an environment to help our gymnasts' and gym users to control themselves and to learn that they are responsible for their own behaviour;
- To create a calm and ordered training environment;
- To encourage consideration for others by promoting respect, courtesy, tolerance, teamwork, trust and honesty within the wider community (including gymnasts, staff, volunteers and parents);
- To support the development of self-esteem and self-respect for gymnasts;
- To develop pride in the efforts, skills, abilities and work ethic, as well as achievement of gymnasts.

ROLES AND RESPONSIBILITIES

We value each and every individual within our club and encourage their contribution to shaping a welcoming, safe and fair environment for all. Adults are expected to be role models and therefore parents, staff, volunteers and the wider community should also follow the code of conduct, to ensure harmonious relationships permeate through the club.



THE ROLE OF LGC STAFF

- To treat all gym users fairly and with respect.
- To endeavour to raise and support gymnast's self-esteem and develop their full sporting potential.
- To maintain a friendly, professional and secure environment.
- To use rules and sanctions clearly and consistently.
- To be a good role model.
- To form a good relationship (e.g. with parents and carers, older gym users) so gymnasts' can see that the key adults in their lives share a common aim.
- To respect and acknowledge people's different skills, abilities and needs.
- To promote a positive work ethos and professional relationships.
- To have high expectations of gymnast's with regard to behaviour and discipline, and strive to ensure that all gymnasts achieve to the best of their ability.

THE ROLE OF THE PARENT / CARER

Parents have a vital role in fostering and supporting good behaviour, discipline and positive relationships. We make explicit our expectations through the LGC Code of Conduct, and we expect parents and carers to understand and support them.

We strive to build a dialogue between the home and LGC, and we will inform parents and carers immediately if we have concerns about their child's welfare, discipline or behaviour. If the club coaches have to use reasonable sanctions for poor behaviour and discipline, we expect parents and carers to support the actions of our staff.

If parents and carers have any concerns about the way that their child has been treated, they should initially contact their Child's coach directly. If their concerns remain, they should contact the Child protection officer to discuss the issues involved. If a concern involves the coach, then parents should liaise with the Welfare Officer in the first instance.

THE ROLE OF THE GYM USERS

Gymnasts will be consistently reminded of appropriate behaviour both in the gym and if representing LGC elsewhere. All gym users will be encouraged to respect and care for themselves, other gym users, coaches and gym equipment to ensure a happy and positive environment for everyone.

We place emphasis on the positives and will consistently praise good behaviour, but we will not ignore poor, inappropriate or unsafe behaviour, conduct and discipline.



THE ROLE OF THE DIRECTORS

The Board of Directors has the responsibility for agreeing this policy, these general guidelines on standards of conduct and behaviour, and for reviewing their effectiveness.

The directors support the LGC staff in adhering to these guidelines.

If the club recommends for a gymnast to be suspended and / or the membership of an individual to be withdrawn, the Welfare officer should be informed. The Welfare officer will review the case and consider whether this decision is appropriate and reasonable.