

Code of Ethics & Good Practice for Youth Sport in Gymnastics Ireland

Code of Conduct for Coaches, Judges, Administrators and Volunteers

Staff or volunteers working with young people in Renmore Gymnastics Club should be suitable and appropriately qualified. All adults working with young gymnasts will be expected to go through appropriate recruitment and selection procedures that apply to all persons with substantial access to young people, whether paid or unpaid.

Coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their gymnasts. This is particularly important when the Coach and gymnast are of the opposite sex. The Coach must realise that certain situations or friendly actions/telling jokes could be misinterpreted, not only by the gymnast but also by outsiders motivated by jealousy, dislike or mistrust and could lead to allegations of serious misconduct or impropriety.

Every administrator is encouraged to realise that they have responsibilities to treat others with fairness and respect. Club Administrators within Renmore Gymnastics Club adopt a child centred approach and philosophy in the running of the Club to ensure that those working with young people are at all times provided a quality sporting and social programme, by working to an agreed philosophy and set of standards. Enforcement of this conduct is the responsibility of every member and any queries about the Code should be referred to the Club Children's Officer. All reasonable steps should be taken to ensure a safe working environment.

Staff and Volunteers can ensure that gymnastics has a beneficial impact when they adhere to the following guidelines:

- Respect the rights, dignity and worth of every young gymnast and treat each one equally regardless of age, gender or ability, cultural background or religion.
- Ensure that nobody involved with Renmore Gymnastics acts towards, engages in any conduct or speaks to another person in a manner or engages in any other conduct which threatens, disparages, vilifies or insults another person on the basis of that persons' race, religion, colour, and descent, national, ethnic or socio-economic background.
- Be generous with praise and be positive during coaching sessions so that all young gymnasts always leave with a sense of achievement and an increased level of self-esteem.
- Promote a culture that ensures all young people are listened to and respected.

- Coaches must not train skills above their level of ability.
- The activity being undertaken should be suitable for the age, experience and ability of the gymnast ensuring that all participants are suitably prepared physically and mentally when learning new skills.
- Gymnasts should have been systematically prepared for the activity being undertaken and made aware of their personal responsibilities in terms of safety
- Coaches must be able to recognise and accept when to refer a gymnast to other clubs or coaches. It is the responsibility of the coach as far as possible, to verify the competence and integrity of the person to whom they refer the gymnast
- Be punctual and properly attired. Display consistently high standards of behavior and appearance.
- Never consume alcohol immediately before or during coaching or events.
- Plan appropriately for each session and ensure proper levels of supervision until the gymnast leaves the Club venue or event with an appropriate adult
- Develop an appropriate working relationship with performers based on mutual trust and respect.
- Never exert undue influence over performers to obtain personal benefit or reward.
- Never condone rule violations or use of prohibited substances.
- Don't shout at or lecture any young gymnast or reprimand/ridicule them when they make a mistake.
- Promote the positive aspects of the sport. Encourage performers to value their performances and not just results.
- Don't equate losing with failure and do not develop a preoccupation with winning.
- Physical punishment or physical force must never be used.
- Never use foul language or provocative language/gestures to a gymnast, opponents or officials.
- Adhere to Gymnastics Ireland guidance on the use of mobile phones.
- Never undertake any form of therapy (hypnosis etc), in the training of young people.
- Ensure gymnasts are safely attired (check their personal equipment) and that proper insurance arrangements are in place.

- Set realistic but achievable performance goals ensuring a safe enjoyable environment.
- Avoid taking coaching sessions on your own or avoid a situation where you are alone in a car or changing room with a gymnast. Obtain prior agreement from the parent/guardian of performers before transporting them anywhere. Never have gymnasts stay overnight at your home alone.
- Whenever the Club travels away the coaches must abide by Club Policy.
- Avoid any inappropriate touching when assisting any gymnast to perform a technique or when First Aid is being administered.
- Physical contact should only occur when necessary and in an open and appropriate way and always be intended to meet the needs of the gymnast.
- When supporting, be certain the child and the parent's/carer's know what you are doing and why. The support being provided must be for the needs of the gymnast.
- When conditioning, the use of weights is not permitted until gymnasts have reached full maturity - skills and exercises used for a gymnast's physical preparation are only to be done using a gymnast's own body weight/resistance. Coaches must not overload gymnasts beyond their limits.
- Make adequate provision for First Aid and do not encourage or allow gymnasts to perform while injured. (Keep an accurate record of each injury and ensure that another official /team official is present when a gymnast is being attended to and can corroborate the relevant details.)
- Ask parents/guardians or nominated Club Officials to be responsible for young people in changing rooms.
- Never take body measurements or engage in certain types of fitness testing without the presence of other adults.
- Ensure appropriate confidentiality to all gymnasts, as you may be privy to information about the young person or their family.
- Challenge bullying in any form (ie physical or emotional). Bullying is not an accepted behaviour towards anyone- child, coach, volunteer or parent.
- Ensure all incidents are recorded according to the Club Disciplinary Policy.
- Follow all guidelines laid down by Renmore Gymnastics Club.

Administrators within the Club can ensure that gymnastics has a beneficial impact when they adhere to the following guidelines:

- Make the Club environment user-friendlier by providing equal opportunities
- Create pathways for young people to participate in gymnastics not just as a gymnast e.g. as an Official, Coach etc.
- Ensure that the types of programmes, rules, equipment and training schedules are modified to suit the age, ability and maturity level of young gymnasts
- Provide quality supervision and instruction for all gymnasts and ensure coaches/team officials have the appropriate level of coaching accreditation
- Ensure that everyone emphasises FAIR PLAY and not “winning at all costs”
- Where accessible ensure all internet-enabled computers are equipped with “content control” software to prevent children accessing inappropriate online material
- Ensure that spectators, parents and gymnasts are aware of the “Code of Ethics & Good Practice for Youth Sport in Gymnastics Ireland”
- Ensure that all child protection policies are in place, a Club Designated Person/Children’s Officer are appointed and that all Club members know what to do in relation to child protection and welfare issues. The Designated Person, Children’s Officer, Committee Members, Administrators, Coaches and any other members involved with gymnasts should undertake Irish Sports Council Code of Ethics training
- Remember as a Club Administrator you set the example for the Club. Your behaviour and comments should always be positive and supportive
- Implement policies and practices and lead by example in relation to the responsible use of alcohol and in relation to recreational and performance enhancing drugs
- Listen to young people and involve them in decisions, leadership and planning of the Club
- Respect the rights, dignity and worth of all gymnasts regardless of their gender, ability, cultural background or religion

I confirm that I have read the Code of Conduct and agree to abide by its contents.

Signature

Club Role

Print Name

Date