

K-GYMNASTICS

CODE OF CONDUCT POLICY

Effective from: September 2026

Review date: September 2027

Applies to: Coaches, Officials, Participants/Gymnasts, Parents and Carers

1. Purpose

K-Gymnastics is committed to providing a safe, welcoming, respectful and positive environment in which every gymnast can enjoy gymnastics, develop their skills and achieve their potential.

This Code of Conduct sets out the standards of behaviour expected from everyone involved in K-Gymnastics. It applies to all club activities, including training sessions, competitions, events, displays, trips and any other activity organised or supported by K-Gymnastics.

Everyone involved with the club has a responsibility to contribute to a positive environment and to treat others with dignity, respect and fairness.

2. General Principles

Everyone at K-Gymnastics is expected to:

- Treat others with respect, courtesy and consideration.
 - Behave in a professional, responsible and appropriate manner.
 - Follow K-Gymnastics policies, procedures and reasonable instructions.
 - Put the safety and wellbeing of gymnasts first.
 - Respect the facilities, equipment and property of the club and venue.
 - Communicate appropriately and respectfully.
 - Avoid behaviour that could intimidate, embarrass, threaten, discriminate against or harm another person.
 - Raise concerns through the appropriate channels rather than confronting or criticising others publicly.
 - Maintain appropriate boundaries between adults and children.
 - Support an inclusive environment where everyone feels welcome and valued.
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3. Coaches' Code of Conduct

All K-Gymnastics coaches are expected to maintain high professional standards and act as positive role models.

Coaches must:

- Put the welfare, safety and development of gymnasts first.
- Treat every gymnast fairly and with respect.
- Provide appropriate instruction and supervision according to the gymnast's age, ability and experience.
- Encourage gymnasts positively and constructively.
- Use appropriate language and communication at all times.
- Maintain professional boundaries with gymnasts.
- Follow K-Gymnastics safeguarding procedures and British Gymnastics requirements.
- Maintain appropriate qualifications, memberships and required safeguarding/DBS checks.
- Report safeguarding concerns or allegations immediately through the appropriate club procedures.
- Maintain confidentiality regarding personal information about gymnasts and their families.
- Keep accurate and appropriate records where required.
- Use physical contact only when appropriate, necessary and in accordance with recognised coaching and safeguarding practice.
- Never use physical punishment, humiliation, threats or inappropriate disciplinary methods.
- Never discriminate against or favour a gymnast unfairly.
- Take reasonable steps to ensure that the training environment is safe.
- Respect fellow coaches, officials, volunteers, parents and carers.
- Follow instructions from the Head Coach or Club Management.
- Avoid discussing confidential matters or disagreements in front of gymnasts or parents.
- Use social media responsibly and maintain professional boundaries with gymnasts.

Coaches must never:

- Shout at, threaten, ridicule or humiliate a gymnast.
- Use abusive, offensive, discriminatory or inappropriate language.
- Engage in bullying, harassment or intimidation.
- Have inappropriate physical, emotional or online relationships with gymnasts.
- Consume alcohol or illegal substances while responsible for gymnasts.
- Attend coaching duties while impaired by alcohol, drugs or any substance that affects their ability to perform their role safely.
- Take or share inappropriate photographs or videos of gymnasts.
- Ignore safeguarding, welfare or safety concerns.

4. Officials, Judges and Volunteers

Officials, judges and volunteers play an important role in maintaining the integrity and smooth running of K-Gymnastics activities.

They are expected to:

- Act fairly, professionally and impartially.
- Treat gymnasts, coaches, parents and other officials with respect.

- Avoid discrimination, favouritism or inappropriate behaviour.
- Follow relevant competition rules and procedures.
- Maintain confidentiality where appropriate.
- Declare any potential conflict of interest.
- Communicate decisions respectfully and professionally.
- Follow safeguarding and health and safety requirements.
- Report concerns through the appropriate channels.
- Respect the authority and responsibilities of event organisers and club management.

Officials and judges must not allow personal disagreements or relationships to influence their decisions or conduct.

5. Participants / Gymnasts' Code of Conduct

Every gymnast at K-Gymnastics is expected to contribute positively to the club.

Gymnasts should:

- Listen to and follow their coach's instructions.
- Arrive on time and be ready for training.
- Wear appropriate gymnastics clothing and footwear where required.
- Treat coaches, other gymnasts, officials and parents with respect.
- Encourage and support other gymnasts.
- Show good sportsmanship, whether winning or losing.
- Take responsibility for their behaviour and equipment.
- Use gymnastics equipment safely and appropriately.
- Tell a coach if they are worried, injured, uncomfortable or concerned about another person.
- Respect the facilities and property of K-Gymnastics and the venue.
- Follow competition and event rules.
- Behave appropriately when representing K-Gymnastics.

Gymnasts must not:

- Bully, threaten, intimidate or deliberately exclude another gymnast.
- Use abusive, discriminatory or offensive language.
- Deliberately damage equipment or property.
- Behave dangerously or deliberately put others at risk.
- Distract or disrupt coaching sessions.
- Use mobile phones or recording devices during training unless permission has been given by a coach.

6. Parents and Carers' Code of Conduct

Parents and carers are an important part of the K-Gymnastics community. We ask parents and carers to support their children positively and respectfully.

Parents and carers should:

- Treat coaches, gymnasts, officials, volunteers and other parents with respect.
- Support their child's participation in a positive and encouraging way.
- Allow coaches to coach and avoid giving instructions to gymnasts during sessions.
- Respect coaching decisions and club procedures.
- Raise questions or concerns calmly and through the appropriate communication channels.
- Respect the privacy and confidentiality of other children and families.
- Ensure their child arrives on time and is collected promptly.
- Inform the club about relevant injuries, medical conditions or other information that may affect their child's participation.
- Ensure fees and other payments are made by the required deadlines.
- Follow venue rules and K-Gymnastics procedures.
- Respect restrictions regarding access to the gymnastics area.
- Support their child regardless of competition results.
- Encourage good sportsmanship and respect for other gymnasts.

Parents and carers must not:

- Shout at, threaten, intimidate or abuse coaches, officials, gymnasts, volunteers or other parents.
- Publicly criticise or challenge coaches or officials during sessions or competitions.
- Enter restricted gymnastics areas without permission.
- Interfere with coaching or judging decisions.
- Approach or discipline another person's child.
- Photograph or record other children without appropriate permission.
- Publish inappropriate, offensive or confidential information about K-Gymnastics, its staff or members on social media.
- Engage in bullying, harassment, discrimination or threatening behaviour.
- Attempt to resolve serious safeguarding concerns directly with another child or family.

Any concern about a coach, gymnast, official or another member of the K-Gymnastics community should be raised privately with the appropriate member of club management or Welfare Officer.

7. Communication

K-Gymnastics aims to maintain professional, respectful and effective communication with families and staff.

Communication should:

- Be polite and respectful.
- Be relevant to the matter being discussed.
- Take place through appropriate communication channels.
- Respect reasonable response times.

- Protect confidential and personal information.

Aggressive, threatening, abusive or inappropriate communication will not be tolerated, including through email, messaging services, telephone calls or social media.

8. Social Media and Photography

Everyone representing or associated with K-Gymnastics is expected to use social media responsibly.

No person should:

- Post abusive, threatening, discriminatory or defamatory content about another member of the K-Gymnastics community.
- Share confidential information about gymnasts, families, coaches or the club.
- Publish photographs or videos of children without the appropriate consent.
- Use social media to intimidate, harass or publicly criticise another person.
- Create the impression that personal opinions represent the official position of K-Gymnastics unless authorised to do so.

K-Gymnastics may have specific photography and social media procedures which must also be followed.

9. Safeguarding and Welfare

The safety and welfare of children and vulnerable individuals is a priority at K-Gymnastics.

Everyone involved with the club has a responsibility to report concerns relating to:

- Abuse or suspected abuse.
- Bullying or harassment.
- Inappropriate behaviour.
- Unsafe coaching practices.
- Serious welfare concerns.
- Any behaviour that may place a child or another person at risk.

Concerns should be reported promptly to the appropriate K-Gymnastics Welfare Officer or Club Management in accordance with the club's safeguarding procedures.

No person should investigate a safeguarding concern themselves or attempt to resolve an allegation privately.

10. Equality, Diversity and Inclusion

K-Gymnastics is committed to providing an inclusive environment.

We do not tolerate discrimination, bullying or harassment based on characteristics protected by law or any other personal characteristic.

Everyone should be treated fairly and respectfully regardless of their background, ability, age, sex, nationality, disability or other personal circumstances.

11. Breaches of the Code of Conduct

K-Gymnastics will take concerns about breaches of this Code of Conduct seriously.

Depending on the nature and seriousness of the behaviour, action may include:

1. Informal discussion or reminder of expected behaviour.
2. Formal warning.
3. Meeting with the relevant individual and Club Management.
4. Restrictions on participation or access to club activities.
5. Removal from a coaching, volunteering or official role.
6. Suspension or termination of club membership.
7. Referral to the appropriate governing body or relevant authority where necessary.

Serious safeguarding, criminal or other significant concerns may be referred immediately to the appropriate external organisation or authority.

The club will aim to deal with concerns fairly, proportionately and confidentially.

12. Commitment to the Code

By participating in K-Gymnastics activities, coaches, officials, volunteers, gymnasts, parents and carers are expected to support and follow this Code of Conduct.

The purpose of this policy is not simply to establish rules, but to help create a club culture where **everyone feels safe, respected, supported and valued.**

At K-Gymnastics, we believe that positive behaviour, teamwork and mutual respect are essential to helping every gymnast enjoy the sport and achieve their potential.

K-Gymnastics – Inspiring Confidence, Developing Skills and Creating Positive Experiences Through Gymnastics.