

Southampton Gymnastics Club

Squad Gymnast Code of Conduct



1) Our Values in Action

- **Respect for Self and Others**

We recognise that great athletes can also be great people. We treat ourselves and others with kindness, understanding, and dignity.

- **Effort and Dedication**

We understand that real learning takes time. That's why we work hard, stay patient, and practise with purpose - even when progress feels slow.

We know that in today's world of instant results and quick rewards, it can be hard to stick with things that take time - but gymnastics helps us learn how. It teaches us how to grow through effort, and that lasting confidence comes from learning and improving over time.

- **Keep Going & Growing**

We all face moments when we feel stuck or uncertain - that's part of learning. Growth means trying again, asking for help, and finding different ways to move forward. It's okay to feel deflated sometimes - that's normal - but we keep showing up with courage and curiosity.

- **Integrity**

We act with honesty, fairness, and responsibility in all our actions. Integrity is about being true to ourselves and others, both in training and in competition.

- **Resilience**

We bounce back from setbacks and keep striving towards our goals, knowing that failure is a part of growth and learning.

- **Teamwork and Support**

We celebrate each other's successes and support one another through challenges. We are stronger as a team than as individuals.

- **Courage to Embrace Challenges**

We meet challenges with an open mind and steady effort, knowing that progress takes time, patience, and support.

- **Accountability and Responsibility**

We take ownership of our actions, both in and out of training, and hold ourselves accountable for our learning and growth.

- **Positive Attitude and Sportsmanship**

Whether we win or lose, we do so with grace, humility, and a positive mindset. We celebrate effort, honour our competitors, and represent the club with pride.

2) Values in Practice

- Train with respect, effort, and positivity
- Be kind and encouraging - support yourself and others

3) How Coaching Works Here: Coach-Led, Gymnast-Centred

We all have roles to play: your role as a gymnast, and the coach's role as your guide and support. Here's how we work together.

Our coaching is coach-led and gymnast-centred. Coaches plan and lead sessions, manage safety and progression, and make technical decisions. Gymnasts are encouraged to:

- Work cooperatively with coaches and partners - listen the first time, try corrections, and ask questions at appropriate moments.
- Respect coaches' experience and guidance - input is welcome, but training choices are guided by safety, readiness, and long-term development.
- Avoid coaching others or undermining sessions - do not instruct teammates, contradict coaches, or model disruptive behaviour for younger gymnasts.
- Represent the club, always - language, effort, body-language, and online conduct should reflect our values.
- Represent the club, always – language, effort, body-language, and online conduct should reflect our values.
- Decisions prioritise safety, welfare, and the collective training environment, while balancing the needs and development of individual gymnasts. At times, this may mean adjusting group membership or training arrangements to ensure fairness and effective learning for everyone. Decisions aim to safeguard welfare, learning, and the training environment for everyone.

4) Attendance & Commitment

- Attend training on time and give 100% effort.
- Maintain a high level of attendance: If you're considering taking time off, please talk to your coach beforehand - or ask a parent to do so. This way, we can help you understand how it might impact you, your partner, your partnership, or your progress. That way, you and your parent or guardian can make an informed decision.
- Squad membership is a continuous trial - progress, attitude, and consistency are regularly reviewed.

5) Being On Time Matters

We understand that things like traffic or last-minute delays happen. If you're running late, just send a quick text to the club mobile **07395 448120** so we know you're on your way.

However, if lateness becomes a regular pattern, it can impact your progress and the experience of others in your group. For example:

- Arriving late means your partnership's training may be out of sync with the rest of the group and, as such, both gymnasts and coaches need to adjust the planned training, delaying progress for others.
- This can slow both your progress and the group's overall training flow.
- Please try to arrive 5–10 minutes early so you're ready and fully engaged with your group.

If lateness becomes a consistent concern, your coach will talk with you (and your parent/guardian) to find a solution. In some cases, this may lead to a review of your place within the current squad or partnership, as we need to ensure the training environment works well for everyone.

6) Safety, Health & Welfare

- Bring enough water for the full session.
- Wear appropriate training attire (no jewellery, no jeans, long hair tied up).
- Nails must be cut short to avoid injury to themselves and others.
- Report injuries or concerns promptly to the coaches.
- Follow all safety instructions from coaches.
- Speak to a coach or welfare officer if you have any concerns; they are here to help. Welfare Officers' posters with contact details are available on the welfare board and in gym spaces.

7) Respect & Communication

- Always follow coach instructions respectfully.
- Bullying, teasing, or negative behaviour will not be tolerated.
- Raise any concerns constructively with coaches or welfare officers.
- Show good sportsmanship at events and respect officials' decisions.
- Only use phones or recording devices with coach permission.
- Do not film or photograph in training or events without explicit club permission and always in line with British Gymnastics photography guidance.
- Your progress is a team effort. We encourage open communication and value your input, but it's important to understand that coaches guide training based on experience and what's best for your safety and progress.

8) Gym Etiquette & Equipment Care

- Move safely and be aware of others.
- Ask before using or moving equipment that someone else is using
- Help tidy up and respect the gym space.
- Play and games are only allowed when part of the training plan.

9) Trial, Review & Support

- Squad placement is regularly reviewed.
- If issues arise, coaches will discuss support plans with gymnasts and parents.

10) Squad Placement & Pathway Decisions

Squad placement and group allocation are coaching decisions based on progression, readiness, partnership dynamics, attendance, commitment, physical and psychological development, and the overall needs of the programme.

Gymnastics development is not linear. At times, changes in squad or training group may be required to best support:

- Long-term athlete development
- Welfare and wellbeing
- Appropriate challenge level
- Partnership balance
- Training environment stability

Changes to squad placement do not automatically indicate misconduct and are separate from the Behaviour Review & Support Process outlined in Section 13.

These decisions are made using professional coaching judgement and, where appropriate, consultation with the welfare team.

11) Positive Growth Mind-set

- Mistakes are part of learning — embrace feedback and improvement.
- Be open if you're struggling — coaches and teammates are here to help.
- Celebrate all progress, both in training and competition.

12) Behavioural & Performance Concerns Process

“Squad membership is an ongoing process, regularly reviewed to ensure it remains the right pathway for you. Reviews take into account behaviour, attitude, attendance, and progress.”

If areas for improvement arise - whether behavioural or skill-based - coaches will:

- Initially discuss the concerns directly with the gymnast to encourage self-awareness and improvement.
- Parents will be informed if issues persist following this initial discussion.
- A clear review period will be proposed to support improvement. This period varies individually and by issue.

Typically:

- Behavioural matters: 2–6 weeks
- More complex skill development: 2–6 months or more depending on the situation

13) In-Session Behaviour Management

Occasionally, a gymnast's behaviour during training may impact the safe, respectful, and productive running of the session for the group. In these cases:

- Coaches may issue up to three verbal prompts to help a gymnast re-engage, correct unsafe or disruptive behaviour, or return to the focus of the session.
- If these prompts are not effective, the gymnast may be asked to temporarily pause participation in the activity - for example, to take a short drinks break, have a moment of calm nearby, or engage in a low-intensity task until they are ready to re-join. This is not a punishment, but a chance to refocus and return positively. These strategies help maintain a safe, calm, and productive environment for the whole group.
- Gymnasts may also be removed immediately from an activity or session without the three-step approach if the behaviour compromises safety, or involves serious misconduct (e.g. swearing, aggression, disrespect, or refusal to follow safety instructions).

Supporting Gymnasts:

When a gymnast is temporarily removed, coaches will explain why and discuss what behaviour is expected. If a gymnast is removed from a full session, parents will be informed to help support positive changes. If the removal is only from a short activity, coaches may use discretion depending on the nature of the behaviour.

14) Behaviour Review & Support Process

Purpose:

To uphold the values and standards of Southampton Gymnastics Club, maintain a safe and respectful environment, and support gymnasts in learning, reflection, and positive development.

How This Process Works:

This staged process provides structure and transparency. However, it is not a rigid or automatic system. Decisions are made using professional judgement and are proportionate to the individual circumstances.

When reviewing concerns, the club will consider:

- The nature and seriousness of the behaviour
- The age and developmental stage of the gymnast
- Whether the behaviour is isolated or repeated
- The impact on safety, welfare, and the wider group
- Any relevant contextual or welfare factors

The club reserves the right to respond appropriately in each case, including moving between stages where necessary to protect safety and welfare.

Stage 1 – Informal Warning & Reflection

Typical context: Minor or isolated concerns (e.g., repeated lateness, low effort, minor disruption).

What happens?

- The coach speaks directly with the gymnast.
- Expectations are clarified.
- The gymnast is supported to reflect and reset.

This stage focuses on awareness and quick course-correction.

Stage 2 – Behaviour Review & Support Plan

Typical context: Repeated concerns following Stage 1, or a more significant single incident.

What happens?

- A structured conversation takes place. This may involve:
 - The gymnast and coach
 - Parent/guardian and coach
 - Gymnast, parent, and coach together
- Clear expectations and a review period are agreed.
- A short behaviour or support plan may be put in place.

The aim at this stage is improvement, not punishment. Support may include mentoring, welfare check-ins, or structured targets.

Stage 3 – Formal Review of Squad Placement

Typical context: Ongoing concerns despite support, or a serious breach of conduct.

What happens?

- The situation is formally reviewed by the Head Coach or designated lead.
- Welfare Officers may be consulted where appropriate.
- Outcomes may include:
 - Temporary suspension
 - Extended review period
 - Adjustment of squad placement
 - Alternative pathway discussion

Any decision will be proportionate and based on the individual circumstances.

Immediate Protective Action

The club may move directly to Stage 3 (or remove a gymnast from a session immediately) if behaviour:

- Compromises safety
- Involves aggression, bullying, or safeguarding concerns
- Seriously disrupts the welfare of others

Safeguarding Escalation: Where concerns meet safeguarding thresholds or involve serious misconduct, the matter may also be referred to British Gymnastics and/or relevant statutory agencies in line with national safeguarding procedures.

Supporting Gymnasts:

When a gymnast is temporarily removed, coaches will explain with the gymnast why and discuss what behaviour is expected. If the removal is only from a short activity, coaches may use discretion depending on the nature of the behaviour.

If a gymnast is removed from a full session, parents will be informed to help support positive changes.

Professional Judgement & Fairness

All decisions are made by the coaching and/or welfare team where appropriate. Context and evidence are always considered.

Confidentiality: To protect all children and families, individual cases remain confidential. The club will not discuss or justify decisions to third parties.

Resetting Concerns

Where significant improvement is demonstrated over time, previous concerns may be considered resolved at the discretion of the coaching and welfare team.

Guiding Principle

Throughout this process, the welfare of the gymnast and the safe, effective running of the group remain the highest priorities.

Our aim is always:

- Support before sanction
- Growth before removal
- Fairness with consistency
- Clear standards with professional judgement

If, after a review period, it is felt that an alternative pathway would better support the gymnast's development or wellbeing, this will be discussed openly and constructively with the family.