



## **CODE OF CONDUCT FOR COACHES**

We are fully committed to safeguarding and promoting the well-being of all our members. The Club believes it is important that gymnasts, coaches, committee members, club helpers and parents associated with the Club should, at all times, respect and show an understanding for the safety and welfare of others.

The essence of good ethical conduct and practice includes but is not limited to below: -

All coaches should:-

1. Demonstrate good timekeeping for training session, displays and competitions. Coaches should ensure they arrive in time to be fully prepared for gymnasts' arrival.
2. Start each session with an age-appropriate collective conversation with gymnasts to discuss session aims. Sessions should end with a positive conversation, collectively with gymnasts about achievements and goals.
3. Be committed to ensuring gymnasts get the best out of every session, coaches should encourage and role model positive behaviours of commitment and motivation at every coaching session.
4. Always wear suitable kit for coaching- tracksuit bottoms, Club t-shirt, no jewellery. Follow kit club code when coaching, on club trips and competitions.
5. Ensure adequate session planning this includes producing and keeping paper copies of lesson plans in the Club office, at least 2 days before the session. Paper copies required to ensure access to lesson plans if session cover required/avoids issues with battery or technology failure.

6. Comply with Club administration duties; complete coach cover forms, taking class registration for every session, keep rise up to date.
7. Communicate with parents/guardians of gymnasts in an open, professional manner, where possible encourage this takes place at start or end of sessions to ensure the observation and safety of gymnasts is maintained.
8. Only use the gym office during coaching hours, and only invite gymnasts into the office for an official coach/gymnast meeting. If attending the Club as a gymnast the office should not be used.
9. Use office/kitchen/seating area for breaks, food should not be consumed in the gym/during coaching hours, breaks should be used for this.
10. Work in open areas with gymnasts to avoid situations where a coach and an individual gymnast cannot be observed.
11. Avoid transporting gymnasts in personal vehicles, where this does occur please highlight to Head Coach.
12. Report any unforeseen events to gymnast's parent/guardian, Club Head Coach/Safeguarding Team member. This may include if a coach accidentally hurts a gymnast or if a gymnast misinterprets something said by a coach.
13. Report any gymnast safeguarding concerns, incidents or disclosures immediately, following the guidelines as set out in the Scottish Gymnastics Child Well-being and Protection Policy and Guidance May 2022. Coaches have a responsibility to act promptly by sharing information through the agreed mechanisms if they have safeguarding concerns.
14. Promote relationships based on integrity and trust. Never share personal information about a gymnast in an open space. Where it is necessary to share confidential information for a gymnast's safety/well-being follow the guidance in Scottish Gymnastics Coaches Code; contact Club Head Coach/Safeguarding Team Member.
15. Adhere to Club social media policy at all times.
16. Prioritise the well-being and safety of gymnasts, and other coaches, before the development of performance. Never exert undue influence or pressure on gymnasts to obtain personal benefit or reward.
17. Develop an appropriate relationship with gymnasts based on mutual trust and respect. Coaches are in a position of trust, and should not develop/engage in friendships with gymnasts as this may compromise the safety of gymnast(s).
18. Demonstrate effective, supportive relationships with fellow coaches, if there is a difference of opinion between coaches where possible this should be addressed with respectful communication before or after sessions.

19. Respect the rights of all gymnasts to be treated as individuals and feel included. Demonstrate listening skills to ensure all gymnasts are equally able to discuss their goals.
20. Provide fair, positive and consistent feedback to all gymnasts to empower gymnasts and build confidence in their abilities. Encourage gymnasts to value their performances and not just the results/winning.
21. Role model and promote positive sporting behaviours such as fair play and encouraging the performance of fellow gymnasts.
22. Role model good health and wellbeing choices, do not vape, smoke or consume alcohol when with gymnasts, this includes when on any Club related trips/activities.
23. Never consume alcohol prior to or during coaching, or in such a way, where its effects carry on into the working day and affect or impair judgement, placing others at potential or actual risk of harm
24. Avoid use of prescribed medications prior to coaching knowing that the side effects will impair your judgement, placing others at potential or actual risk of harm. For example, taking a medication which you know causes you drowsiness.
25. Never use illegal drugs.
26. Hold appropriate qualifications, membership of an appropriate professional governing body along with required insurance cover.
27. Keep up to date with, and always adhere to guidelines, code of practice/conduct as laid down by both Dynamite Gymnastics Club and Scottish Gymnastics.
28. Strive to improve their coaching ability through continuous professional development, this includes attending in-house training sessions when provided. Engaging in Self-reflection/mentorship is a key element of support and development for all coaches. All coaches have a responsibility to engage in supervision and from level 2 onwards provide mentorship. All level 1 coaches should identify a mentor (level 2 or above). The mentor will join the mentee during a coaching session every 6-8 weeks to observe and after the session provide an opportunity for the coach to reflect on coaching skills and provide constructive feedback to facilitate coach development. Level 2 coaches should identify a level 3 or peer mentor to facilitate observation and feedback on a coaching session.

Coaches who do not observe best practice with gymnasts will be in breach of both their club and Scottish Gymnastics policies and codes. Breaches of policies and codes will be investigated and addressed either locally or if required through the Scottish Gymnastics conduct in sport process.