



Behaviour Management Policy- April 2017

Balance Brisbane is committed to treating all participants in gymnastics with respect and dignity.

Balance Brisbane is committed to providing an environment focused on the rights of young people to enjoy themselves and develop social and physical skills.

Balance Brisbane is committed to a gymnastics environment which is free of verbal, physical or emotional abuse.

Balance Brisbane is committed to providing a supportive environment for administrators, coaches and volunteers to enable them to do their jobs.

The objectives of Balance Brisbane's Behaviour Management Policy are to:

Provide a safe and enjoyable environment for young people, parents, administrators, coaches and volunteers.

Establish standards of behaviour expected of members.

Establish a procedure for dealing with breaches of the codes of behaviour.

Balance Brisbane Behaviour Management Policy covers all daily activities, events, Gymsport programs, membership programs and/or services governed by Balance Brisbane.

The policy applies to all athletes and their parents, coaches, judges, employees, administrators, volunteers, and members of Balance Brisbane.

Adoption of this policy will ensure anyone who is found to be in breach of the codes of behaviour or ethics are dealt with appropriately.

ROLES AND RESPONSIBILITIES - Coaches

The role of coaches at Balance Brisbane is to:

Prepare and conduct sessions based on sound coaching principles.

Develop the fundamental techniques of gymnastics.

Promote the principles and practices of the codes of behaviour.

Cater for varying levels of ability so that all young people get a fair go.

Provide equal opportunities for all participants.

Educate young people and parents on health and safety in sport.

Be consistent, courteous and helpful to all participants.

Be a positive role model.

The responsibility of coaches at Balance Brisbane is to:

Become and remain accredited with the National Coaching Accreditation Scheme (NCAS).

Agree to abide by the Balance Brisbane's coach code of behaviour and ethics.

Supply evidence of a current Blue Card.

Set realistic standards and objectives for young people.

Provide a safe environment for training and competition.

Keep up-to-date with gymnastics coaching developments.

Enforce this Behaviour Management Policy.

Parents/Guardians

The role of parents/guardians at Balance Brisbane is to:

Support and encourage their child to participate in gymnastics.

Allow their child to participate only if they are well and healthy.
Encourage their child to participate for the enjoyment of gymnastics.
Support their child to develop social and physical skills through gymnastics.
Promote and abide by the Balance Brisbane parent/guardian code of behaviour.
Be courteous when communicating with coaches and administrators.
Be a positive role model.
Discourage inappropriate behaviour.

Administrators

The role of the administrator at Balance Brisbane is to implement this policy by:

Ensuring that everyone involved in gymnastics emphasises fair play, and not winning at all costs.

Providing all members with a copy (or with access to) of this policy and other club information in an easy-to-read format.

Ensuring that this policy and other club information is easily accessible to all members.

Ensuring that all coaches have the relevant accreditations and have undergone a child protection check, ie Hold a valid Blue Card.

Provide education and training opportunities for parents, coaches and volunteers.

Helping coaches highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.

Implementing the procedure for dealing with breaches of the codes of behaviour.

Ensuring that equipment, facilities and rules are safe and appropriate to the ability level of participants.

Keeping informed of all gymnastics modifications, changes and requirements, and informing members including coaches in a timely manner.

Making it clear that abusing young members in any way is unacceptable and will result in disciplinary action.

Respecting the rights, dignity and worth of every member regardless of their gender, ability, cultural background or religion.

Agree to abide by the Balance Brisbane administrator's code of behaviour.

Being a positive role model.

Gymnasts

The role of Gymnasts at Balance Brisbane is to:

Agree to abide by the

Balance Brisbane gymnast code of behaviour.

Be courteous and cooperative when communicating with coaches and administrators.

Be a positive role model.

All involved in Balance Brisbane will abide by the codes of behaviour, which outlines the minimum standard of behaviour expected of members. Coaches will also abide by the codes of ethics as endorsed by the National Coach Accreditation Scheme (NCAS), the National Officials Accreditation Scheme (NOAS)

POLICY BREACHES AND CONSEQUENCES

Disciplinary action will be taken by Balance Brisbane against anyone who is found to be in breach of the codes of behaviour or ethics contained in this policy.

Disciplinary action will be administered in a three-phase education process designed to assist members with defining their role at Balance Brisbane. The three phases dealing with breaches are designed to provide ample opportunity for correcting undesirable behaviour in a continual education process.

Phase one– Club to counsel member.

Phase one applies to the first breach of a code of behaviour or ethics.

The relevant personnel will provide Balance Brisbane's General Manager with an incident report advising of a breach of a code.

The General Manager will inform the offender in writing, detailing the breach and the consequences. The Club will contact the offender within five days of receiving the breach notice to arrange the counselling session. The aim of the session is to educate the offender about the behaviour permitted at Balance Brisbane and to revisit the role of members. Offender will be informed of phases two and three.

Parent may proceed to phase two at the discretion of Balance Brisbane if breach of codes deemed to be a serious nature (For example, obscene language, threatening behaviour, any form of racial vilification or physical acts, harassment).

Phase two– Parent suspended from the venue.

Phase two applies to the second breach of a code of behaviour or ethics in a 12-month period.

The relevant personnel will provide Balance Brisbane General Manager with an incident report advising of a second breach of a code.

The General Manager will inform the offender in writing, detailing the breach and the consequences.

The Club will contact the offender within five days of receiving the breach notice to confirm attendance at a role model training workshop. The aim of the training is to assist offenders define their role in gymnastics and be better role models. Offender will be informed of phase three.

Offenders issued with a second breach notice must attend a role model training workshop conducted by

Balance Brisbane. These will be conducted on an as needs basis.

Failure to attend the workshop will result in suspension from the Club until training requirement is met.

Phase three– Membership removed.

Phase three applies to the third breach of a code of behaviour or ethics in a 12-month period.

The relevant personnel will provide Balance Brisbane General Manager with an incident report advising of a third breach of a code.

The General Manager will inform the offender in writing, detailing the breach and advising that club membership has been removed.

Once membership has been removed the offender and the associated member will not be permitted to participate in any gymnastics affiliated with Balance Brisbane. Member can apply to Balance Brisbane for membership renewal at the start of the next year (or 6-12mths period). Renewal will be at the discretion of Balance Brisbane.

Monitoring and reporting

The relevant personnel will provide all incident reports to the General Manager on a weekly basis. Serious breaches will be reported by COB.

The club administrator will provide a monthly summary sheet to

The General Manager on the first Monday of every month using the template provided at

The Club will determine our own consequences for breaches, considering the nature of the breach, previous occurrences etc. Options may include apology, suspension, penalty systems, and/or education/counselling.)