



Tel: 01388 811877
Email: gym@southdurhamgym.co.uk

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SOUTH DURHAM GYMNASTICS- **DISCIPLINE PROCEDURES**

Gymnast's behaviour will be monitored during each session in line with the Club's Code of Conduct.

Verbal reinforcement may be initially used, where appropriate, to remind gymnasts of behaviour expectations. Where a gymnast does not take on this prompt, the following sanctions will apply:

STAGE 1

- Likely a minor/moderate breach of Club Rules/Code of Conduct
- Informal verbal warning to gymnast (parents/carers informed)

STAGE 2

- Likely a moderate/serious breach Club Rules/Code of Conduct
- Formal written warning (parents/carers informed)
- Gymnast to be placed on behaviour report for up to 6 weeks
 - Behaviour reports will vary for Squad and Recreational gymnasts
- Halfway through the report period, parents are requested to attend a brief meeting with the personal coach/Welfare Officer to evaluate the gymnast's behaviour
- Following the report period, should the personal coach/Welfare Officer feel as though behaviour has consistently reached an appropriate level, the report period will end, and training will resume as normal

STAGE 3

- Following the formal written warning and behaviour report period, if the personal coach/Welfare Officer still feel as though behaviour is still unacceptable, the case will be referred to the Senior Management Team/Board of Trustees. The Senior Management Team/Board of Trustees will review the case, and implement one of the following actions:
 - Gymnast to continue training on a behaviour report - subsequent formal written warning
 - Suspension from the Club
 - Exclusion from the Club

Certain serious / high-level behaviours will result in an immediate formal written warning:

- Throwing objects and/or equipment within the gym;
- Blatant disobedience and/or disrespect towards coaches or other gymnasts;
- Disrupting any gymnasts training and/or work;
- Inappropriate language/swearing;
- Spitting at others;
- Deliberately hurting another gymnast/gym user or causing an injury to a person due to poor behaviour/indiscipline;
- Breaching Health and Safety guidelines.

Should a gymnast receive a formal written warning resulting from such an incident, they will begin the disciplinary process at STAGE 2 and be placed on a behaviour report.

Gymnasts may be automatically suspended or excluded, for very serious misconduct, such as:

- Bullying (verbal, physical);
- Discrimination (racism, sexism, homophobia, disability, religion);
- Bringing dangerous and/or inappropriate items to the Gym, which could cause harm to gym users;
- Causing a serious breach and/or risk to the health, safety and/or well-being of themselves, other gymnasts and gym users (including coaches);
- Stealing;
- Wilfully damaging property/vandalism.

Suspension:

In the event of a suspension being sanctioned, the gymnast will be not be permitted to attend training at SDG, any GB, Home Nation or Regional Squad, or compete within any competition representing SDG throughout the duration of the sanction. The length of the suspension will be at the discretion of the Senior Management Team/Board of

Trustees. When the gymnast resumes training following a suspension, they will return to STAGE 2 of the disciplinary procedure, receive another formal warning and be placed on a behaviour report.

Exclusion:

Following an exclusion, the gymnast will be not be permitted to attend training at SDG, any GB, Home Nation or Regional Squad, or compete within any competition representing SDG - effective immediately.

Appeals:

There is no appeal process for a behaviour report or suspension. In the event of an exclusion, parents/carers can submit an appeal to the Senior Management Team/Board of Trustees. Parents have 14 days from receipt of the exclusion notice to submit an appeal. An independent member of the Board of Trustees will review the case and reply with an outcome within 14 days. Gymnasts are excluded from all training/competition throughout the appeal process.

Suggested Review Date: After significant changes, or biennially

Reviewed By:	Melissa Spence
Date:	24/11/2021
Comments:	No policy / legislation updates Amended Policy Review – to move to biennially, as opposed to annually
Next Suggested Review Date:	November 2023

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