Heart of England Club Coaches, volunteers and employees have a firm commitment to providing a safe environment for all gymnasts by:

* Following all guidelines & policies as laid down by British Gymnastics & Heart of England Club
* Holding valid membership and public liability insurance through British Gymnastics and appropriate valid qualifications, ie coaching, safeguarding, CPD’s and DBS
* Ensuring their coaching knowledge and practice are according to current best practice (unless in the role of Coach under Instruction)
* Ensuring they are dressed as set out in the Code of Dress
* Not using a mobile telephone for personal calls / messaging during training unless with permission from the Coach Manager / Coach in Charge
* Never training a gymnast without another coach or responsible adult present
* Acting in ‘loco parentis’ once a child is left in their care and acting as a ‘responsible sport coach’. Keep gymnasts with you until they are collected by their parent/carer
* Ensure that gymnasts remain in the gymnastics hall during their breaks and are supervised by a member of staff at all times
* Providing a ‘safe’ training environment for all gymnasts by checking equipment before use
* Treating all equipment with respect. Ensuring that equipment is put away when finished with and tidying the gymnastics hall
* Ensuring that gymnasts are fit to train by carrying out suitable and effective warm ups and cool downs to help prepare for lessons and prevent injury
* Taking all complaints or signs of injury seriously, no matter how minor, and immediately address them and not promote continued training for an injured gymnast. Providing gymnasts with suitable post-injury training programs that enable them to continue training
* Ensuring a qualified First Aider (usually a coach) is always on site and following the accident reporting process and advising parents of any accident or injury
* Reporting any incidents, referrals or disclosures immediately, following the appropriate guidelines set out in the BG Child Protection policy
* Considering the wellbeing and safety of all participants before the development of performance
* Ensuring that all activities they direct or advocate are appropriate to age, maturity, ability and experience, and that gymnasts are suitably prepared physically and mentally for skills and correct progressions are understood when learning new skills
* Ensuring that all gymnasts receive the appropriate level of support to assist them in skill development and prevent injury
* Never giving a gymnast a lift home unless another gymnast or adult is present or having gymnasts stay overnight at your home. Heart of England Club Coaches and employees strive to provide consistently high standard coaching methods and support positive and effective coach-gymnast relationships that will help build motivation, development, overall well being, self-confidence and love of the sport by:
* Clarifying with gymnasts exactly what is expected of them and what they are entitled to expect of their coach
* Communicating clear and reasonable behavioural guidelines to the gymnasts
* Encouraging and guiding gymnasts to accept responsibility for their own performance and behaviour
* Providing positive reinforcement and encouragement
* Providing constructive criticism, which will aid the gymnasts’ learning. Praising in public, constructive criticism individually
* Encouraging gymnasts to be their best and to view success as striving for victory through commitment, effort and teamwork
* Being fair, considerate and consistent in their coaching, and treating all gymnasts with equal attention and respect, regardless of ability level
* Acknowledging that each gymnast is unique and that coaches must be flexible in how they approach situations and adjust their style accordingly. PROFESSIONALISM Heart of England Club Coaches, Volunteers and Employees maintain a high level of professionalism by:
* Following instructions, guidelines and policies from Head Coaches, Managers and the Committee
* Being ready in the gym at least 5 minutes before the class starts so that training commences at the correct time
* Displaying consistently high standards of behaviour and appearance
* Displaying competence and demonstrating sound judgment and effective problem-solving skills
* Having a positive attitude and being considerate, empathetic and courteous and respectful to others
* Acting with integrity and developing an appropriate working relationship with participants, parents / guardians and other organisations based on mutual trust and respect
* Never engaging in any negative, unsportsmanlike conduct, including on social media sites.
* Refrain from negative comments in public about other coaches / gymnasts / employees
* Ensuring that confidential information is not divulged unless with the express approval of the individual concerned
* Being effective communicators
* Being a team-player and working co-operatively with others
* Showing commitment to their role as well as to the Club and gymnasts
* Taking personal accountability for their role and actions
* Being committed to their professional development
* Creating an atmosphere conducive to learning
* Always being reasonable in demands on gymnast time, energy and enthusiasm
* Never exerting undue influence over participants to obtain personal benefit or reward
* Showing good sportsmanship at all times and accepting decisions of all judges and officials as being fair and made to the best of their ability
* Not raising issues of disagreement publicly
* Not being under the influence of alcohol or prohibited substances at work or at events, or smoking whilst on School property
* Never using inappropriate language at any time whilst coaching or representing the Club at external courses / events
* Not physically manhandling gymnasts or verbally abusing or degrading gymnasts
* Any member of the coaching staff / gymnasts must leave the gymnastics hall upon completion of their session. If it is necessary to wait for siblings or another member of staff this must be done outside of the Gymnastics Hall.