

Majestic Gymnastics Behaviour Policy

This policy clarifies what we see as best practice in terms of positive behaviour management to establish the highest possible standards of behaviour at Majestic Gymnastics. It aims to ensure every session is focused on learning, free from distractions and to enable every participant and staff member to feel safe and happy; confident that the environment is one where people are kind, courteous and respectful at all times.

The policy also exists to clarify the rules and systems in place to ensure sessions occur in the best possible conditions. This includes sanctions for when rules are not followed. All members of the Majestic Gymnastics community - gymnasts, staff, parents and carers – are expected to support and follow these rules and systems so that the community operates effectively and for everyone's benefit.

Vision

At Majestic Gymnastics we want to foster a safe, inclusive and supportive environment where all participants learn effectively, free from distraction. We have very high expectations of our participants and believe that every gymnast is capable of meeting them. This is important so that the club is always a warm, caring, friendly and happy place where participants flourish.

We accept our responsibility to help gymnasts develop strategies which assist them in controlling and regulating their own behaviour. We will always take the most supportive approach that helps gymnasts develop effective ways to improve their behaviour.

Our aim is for all staff to ensure sanctions are applied rigorously and consistently to ensure participants understand the benefit of a positive attitude to learning and behaviour as well as the consequences of any poor behaviour.

Aims

This policy aims to:

- Outline gymnastics lesson rules.
- Describe what is deemed to be unacceptable behaviour.
- Describe our consistent approach to behaviour management.

Gymnastics Session Behaviour and Expectations

Through establishing and consistently enforcing clear behaviour expectations, Majestic Gymnastics can create a positive and supportive environment that fosters gymnasts success both athletically and socially.

Majestic Gymnastics enforces the following rules:

- Treat all members of the Majestic Gymnastics community with kindness, courtesy and consideration
- Take care of club property and personal belongings
- Adhere to instructions from a coach or staff member
- Use respectful and polite language at all times
- Show a positive attitude towards learning and actively participate in the sessions
- Follow safety guidelines and promote a safe environment for all
- Adhere to Majestic Gymnastics Code of Conduct for Participants
- Electronic devices are not permitted for use during any part of a session unless a coach explicitly allows it

Behaviour Incidents

A behaviour incident refers to a specific event where a person's behaviour deviates from the expected and acceptable standards. Incidents can range from minor disruptions to serious violations. Examples of unacceptable behaviour with reference to incidents can be found on page 5.

Incidents that merit the use of the Level 1 behaviour policy are:

- Defiance
- Disruption
- Disrespect
- Discrimination
- Inappropriate use of language
- Inappropriate gestures
- Unpermitted use of an electronic device
- Unsafe behaviour
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Serious Incidents that merit the immediate use of the Level 2 behaviour policy are:

- Verbal abuse
- Physical abuse
- Emotional abuse
- Sexual abuse or harrassment
- Dangerous behaviour
- Bullying
- Deliberate damage to property or equipment
- Possession of a dangerous item or weapon

Any Serious Incidents, whether they occur in the session or during unstructured time on the premises, will result in the gymnast(s) being asked to leave the session. It may be that further investigation is required and a further, greater sanction may be necessary.

Sexual violence and sexual harassment is never acceptable and will not be tolerated at Majestic Gymnastics. If during the triage, processing or investigation of an incident it is reported or suspected that the incident involves sexual violence and/or sexual harassment, the designated safeguarding lead must be informed. Reports of sexual violence and sexual harassment are likely to be complex and require difficult professional decisions to be made, the designated safeguarding lead will contact British Gymnastics and coordinate a considered an appropriate response.

SEN

We will use our best endeavours to ensure the appropriate special educational provision is made for gymnasts with SEN, which will include any support in relation to behaviour management that they need because of their SEN. For disabled gymnasts we will make reasonable adjustments to our criterion and practice which could put them at a substantial disadvantage. We will engage proactively with parents in supporting the behaviours of gymnasts with additional needs. No sanction should ever discriminate against an individual or group of gymnasts.

Our Response to an Incident

If an incident that merits the use of the behaviour policy occurs, the gymnasts coach will provide a verbal reminder of the expected standards of behaviour.

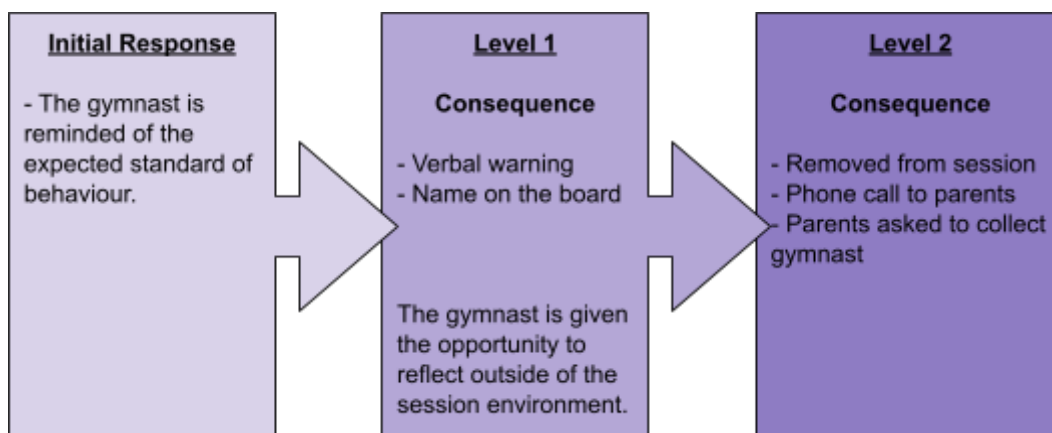
If the incident continues to occur, the coach will inform the gymnast that they have reached Level 1 and explain the reason why.

- Their name will be placed on the board as a visual reminder that they have reached Level 1.
- The gymnast will be offered the opportunity to take adequate time to process this information and reflect away from the session environment.

If the same or another incident occurs, the coach will inform the gymnast they have reached Level 2.

- The gymnast will be removed from the session.
- The parents will be informed and required to collect the gymnast at the earliest convenience.

If the Level 2 occurs within the last 30 minutes of a session, the gymnast will not be permitted to attend their next session.



Our Response to a Serious Incident

If a gymnast's behaviour in the club constitutes a **Serious Incident**, then the gymnast will immediately be removed from the session. The parents will be informed and required to collect the gymnasts at the earliest convenience. The Safeguarding procedure will be activated.

Reintegration Meeting

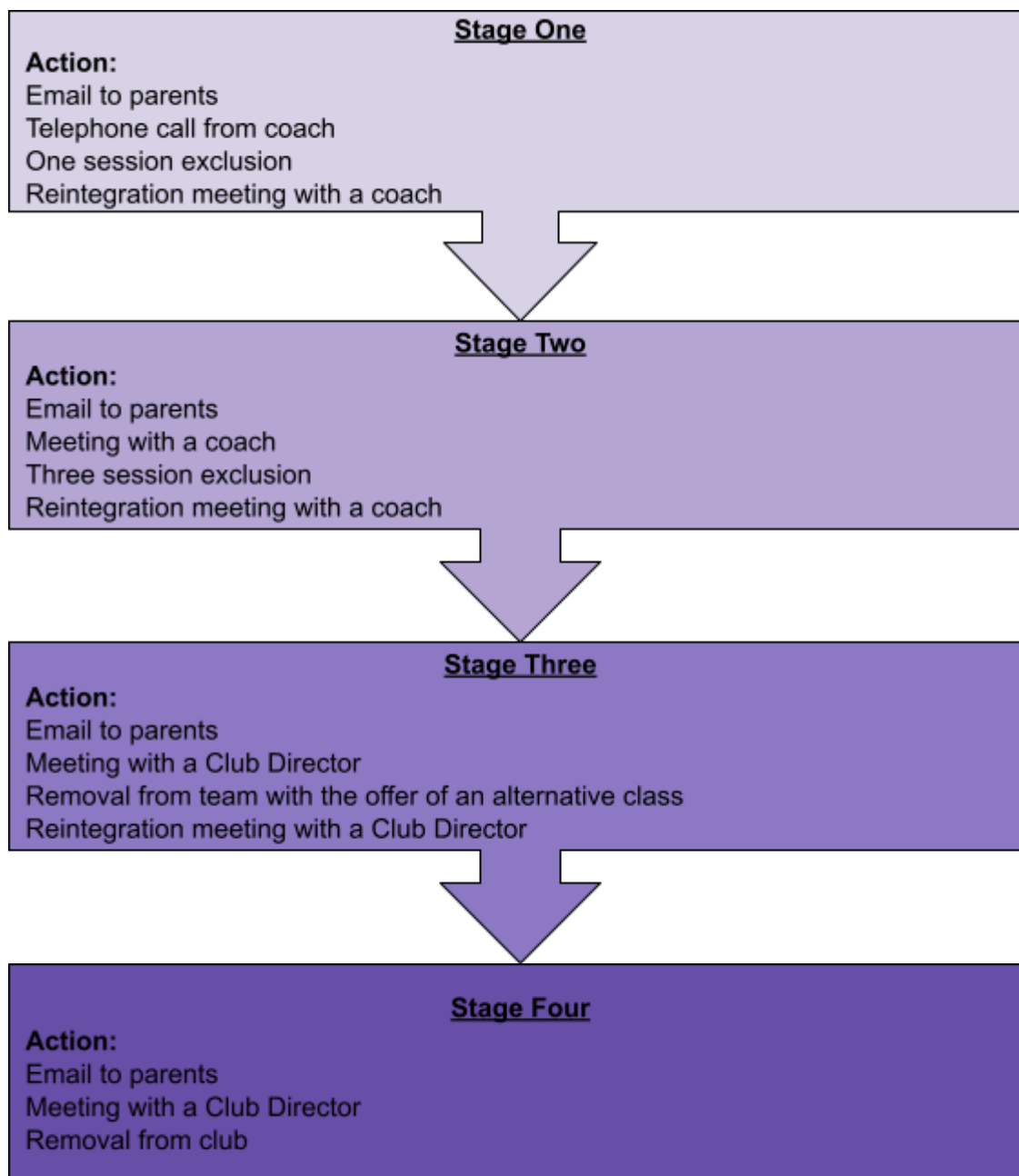
In the instance a gymnast has been suspended for a partial or entire session, the parent/carer and gymnast will be offered a reintegration meeting. This meeting aims to facilitate a smooth and successful return to the training environment, addresses any support needs, and prevents future issues. The meeting also provides the opportunity to discuss the reasons for the suspension, set goals for improvement, and foster a positive and supportive atmosphere. The tone of the meeting will be positive and encouraging whilst providing a platform for communication between the gymnast, parent and staff.

Examples of unacceptable behaviour with reference to incidents

Disruption	Defiance	Disrespect	Discrimination
<p>Any action that significantly interferes with the learning or teaching process</p> <p>Distracting another gymnast by talking during focused session time</p> <p>Calling out</p> <p>Fidgeting with equipment that disrupts learning</p> <p>Purposefully making noise that disrupts learning</p>	<p>Refusal to follow to comply with safety instructions</p> <p>Displays of anger</p> <p>Refusal to participate in a session</p> <p>Refusal to follow any request from the coach</p> <p>Blaming others for their own behaviour</p>	<p>Any action or word that shows a lack of consideration, courtesy, or respect for others.</p> <p>Ignoring boundaries, not respecting personal space or privacy.</p> <p>Using insults, name-calling, derogatory language.</p> <p>Dismissal of the feelings of others.</p> <p>Condescending behaviour</p> <p>Gossip and spreading rumours</p> <p>Ignoring or dismissing others' physical presence, contributions, or feelings.</p>	<p>Any unfair treatment of a person based on their characteristics.</p> <p>Any direct or indirect action or attitude that marginalises individuals based on protected attributes.</p> <p>Any action related to a protected characteristic which creates a hostile environment.</p> <p>Any use of derogatory language or making derogatory jokes.</p>

Behaviour Stages

The model below shows an overview of the behaviour stages. These stages will be used if a gymnast regularly breaches the expected standard of behaviour. Parents/carers will be contacted via email or telephone if there are ongoing concerns regarding a gymnast's behaviour.



Behaviour Support Strategies

Session Management

All staff are responsible for setting a positive tone and promoting positive behaviour in the club. The culture within the club should allow gymnasts to enjoy learning and coaches to enjoy teaching.

All staff will:

- Create and maintain a stimulating environment that encourages gymnasts to be engaged
- Display the participant code of conduct
- Effectively communicate expectations and apply consequences consistently while also considering individual needs.
- Develop a relationship with gymnasts, including:
 - Know their gymnasts
 - Be prepared for sessions and on time
 - Clothing, hair and jewellery checks on entry
 - Allow latecomers to participate immediately and follow up later
 - Ensure a considered session plan
 - Insist on the full attention of the group before starting the session/ giving instructions
 - Begin and end the session positively
 - Learn and use first names
 - Regularly reinforce the club rules
 - Ensure gymnasts under the age of 14 are dismissed directly to parents

Contact with Parents/Carers

Working with parents/carers can be amongst the most powerful ways of supporting gymnasts to improve behaviour.

- An Individual staff member may contact parents/carers by telephone or email if they have a particular concern. The outcome of calls will be recorded and emailed to the parent. Information will be passed onto relevant staff members if it will benefit the gymnast's progress.
- The Team Manager or Recreational Manager may contact parents/carers by telephone or email when there has been a specific cause for concern by an individual gymnast or on-going problems.
- A Club Director may contact parents/carers by telephone or email when there has been persistent or serious misconduct.

Our Strategies to Support and Improve Behaviour of Adult Participants

As gymnasts transition into an adult participant, we want them to make informed choices about their conduct and support them to become independent adults. We expect the same conduct, behaviour and attendance of adult gymnasts as the younger participants. Adult gymnasts should model good behaviour for all gymnasts at Majestic Gymnastics.

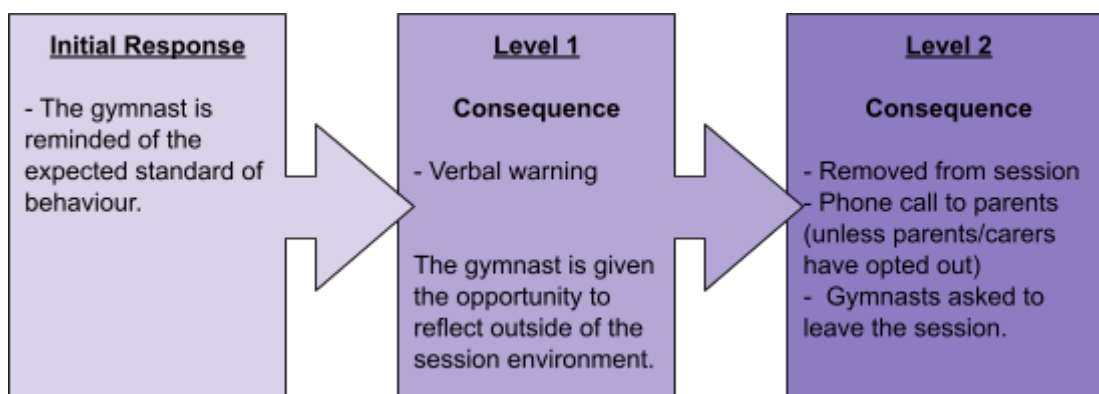
An adult at Majestic Gymnastics is any participating member aged 18 and older.

Adult gymnasts must adhere to the expectations set out in the behaviour policy. Persistent failure to meet these expectations or occurring incidents will trigger a sequence of interventions and strategies to support gymnasts to improve their conduct.

As part of this, it is important for the behaviour policy to be consistently applied to support adult gymnasts to achieve this. This includes use of the Levels, maintaining club-home communication and ensuring coaches are aware of emerging and ongoing concerns.

Parents/carers of gymnasts may **opt out** of communication regarding the behaviour of the gymnast once they turn 18 years of age. Opting out of parent communication will result in all emails and telephone calls being made directly to the adult participant; including communication regarding behaviour stage meetings.

Our Response to an Incident



If a Level 2 occurs within the last 30 minutes of a session. The gymnast will not be permitted to attend the next session.

Our Response to a Serious Incident

If a gymnast's behaviour in the club constitutes a **Serious Incident**, then the gymnast will immediately be removed from the session. The parents will be informed by telephone call or email. If parents/carers have opted out, the telephone call or email will be sent directly to the adult gymnast.

Reintegration Meeting

The gymnast will be offered a reintegration meeting with a staff member as outlined on page 4.