

# SPORTS SCIENCE AND MEDICINE POLICY

## WAVERLEY GYMNASTICS CENTRE



### PURPOSE

This document outlines the Waverley Gymnastics Centre (WGC) Policy in relation to sports science and medical practitioners.

This Policy applies to all WGC Sports Science and Medicine (SSSM) Providers as well as all WGC employees, associated judges, officials or any other person or organisation who is associated with WGC.

### SCOPE

WGC recognises that there are therapeutic benefits associated with professional SSSM services inclusive but not exclusive to the following:

- Physiotherapy
- Analytics of results at competitions and verifications/statistics/trends
- Biomechanics
- Chinese Medicine/Acupuncture
- Exercise Physiology
- Myotherapy
- Nutrition
- Performance Psychology
- Podiatry
- Sports medicine
- Strength and conditioning
- WADA/ASADA Education

These benefits may be both physiological and/or psychological in nature.

### POLICY

#### ACCREDITED PRACTITIONERS

- WGC enforces stringent guidelines around the practice of SSSM professional practitioners with our athletes. All SSSM practitioners are appropriately screened prior to treating WGC athletes, including the status of all relevant accreditations, holding of a current Victorian Working with Children Check, minimum of two reference checks, and that they have signed the WGC commitment to child wellbeing document.
- WGC recognises that the responsibility for the education and training of SSSM professionals is assumed by the relevant institution that has provided the accreditation.
- As WGC SSSM professionals are employed by an external service provider, the onus rests on the individual and their place of employment to ensure and maintain their specific accreditations. WGC staff will however confirm that their accreditation is current.
- Accredited practitioners are governed by the Codes of Ethics and Rules of Practice developed and implemented by the Australian Health Practitioner Regulation Agency.
- WGC recommends that if a WGC athlete can potentially benefit from an ongoing regimen of SSSM therapies, that they should utilise the services of a WGC endorsed practitioner.
- WGC endorses the utilisation of preferred SSSM practitioners who report directly to the WGC High Performance Manager. In cases where a WGC athlete chooses to seek alternative, external treatment, then it is the responsibility of the athlete (if over 18 years) or parent/guardian (if athlete is under 18 years) to ensure a service provider report is given to the WGC High Performance Manager within 24 hours of the treatment.

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- A sports medicine professional should have expressed and informed consent from the WGC athlete prior to commencing treatment. For athletes under the age of 18 years, there must also be informed consent from the athlete's parent or guardian.
- Under no circumstances are WGC athletes under the age of 18 years to be alone with a SSSM practitioner. Furthermore, the expectation is that a parent/guardian should be present during the treatment.
- In instances where a parent/guardian is unable to be present, it is preferred that two SSSM practitioners are present while the treatment is taking place. In cases where this is not possible, there is to be prior arrangements made with the WGC coaching or management team to ensure a WGC employee is present for the duration of treatment.
- For WGC athletes over the age of 18, it is expected treatment take place in an interruptible environment where WGC employees are aware of the treatment taking place.

### MASSAGE

WGC is committed to increasing the knowledge and awareness of gymnasts and their families of the importance of massage in our programming, therefore, will provide educational workshops involving self-management techniques such as massage and stretching. The recording of the current Physiotherapist lead workshop on self-massage is available in WGC's online training platform, Inside Waverley, for current gymnasts and families to view at any time. This will also be a reference point for new gymnasts and families coming into the squad program as part of their onboarding process.

Only appropriately qualified SSSM professionals are permitted to massage athletes within their scope of practice while participating in WGC programs unless written consent is provided and approved by firstly the WGC athlete (if over 18 years) or parent/guardian (if the athlete is under 18 years), and subsequently the Child Wellbeing Manager. In such cases, this would still only allow for a WGC employee who has qualifications in massage therapy, to perform that massage function. Under no circumstances are other WGC employees or WGC athletes to perform massage on another WGC employee or WGC athlete.

### BREACH OF POLICY

Breaches of this policy include but are not limited to:

- Inappropriate or unnecessary physical contact of any kind
- Gymnasts under the age of 18 being unaccompanied by a parent/guardian or WGC staff member during treatment
- Gymnast treatment taking place outside of the designated treatment areas within WGC/GV/GA facilities
- Non permitted employees/individuals providing treatment to gymnasts

#### *Breach of Policy Reporting Process*

For any breaches or complaints related to this policy please contact the appropriate WGC employee as outlined in the WGC Questions and Concerns Procedure located at the following link: <https://www.wgc.org.au/policies/>

WGC will follow the complaints procedure as per the Gymnastics Australia (GA) Member Protection Policy located at the following link:

[https://www.gymnastics.org.au/images/national/About\\_Us/By\\_laws\\_Policies\\_Tech\\_Regs/Member\\_Protection\\_Policy\\_0219.pdf](https://www.gymnastics.org.au/images/national/About_Us/By_laws_Policies_Tech_Regs/Member_Protection_Policy_0219.pdf)

The below outlined process is applicable to WGC staff, volunteers, gymnasts and relations in regard to breach of policy.

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Offence	1 <sup>st</sup> Occasion	2 <sup>nd</sup> Occasion	3 <sup>rd</sup> Occasion	4 <sup>th</sup> Occasion
Unsatisfactory conduct	Formal verbal warning	Written warning	Final written warning	Termination
Misconduct	Final written warning	Termination		
Serious misconduct	Termination			

*Unsatisfactory conduct* is defined as where the conduct involves a substantial or consistent failure to reach or maintain a reasonable standard of competence and diligence.

*Misconduct* is defined as a substantial or intentional disregard of the employer's interests.

*Serious misconduct* is defined as wilful or deliberate behaviour by an employee, participant or participant family member that is inconsistent with the continuation of the contract of employment, WGC Code of Conduct and causes serious and imminent risk to:

- (i) the health or safety of a person; or
- (ii) the reputation, viability or profitability of WGC or the gymnastics community.

If a disciplinary penalty is imposed it will be in line with the procedure outlined above, which may encompass a formal verbal warning, written warning, final written warning, or termination, and full details will be provided.

There may be occasions where the conduct of the individual/s is serious enough to by-pass one (or more) of the above steps and move immediately to a first and final written warning or termination.

WGC Management retains the right to take in to account the severity of a misconduct and use their discretion accordingly in relation to disciplinary proceedings.

### *Policy Promotion*

This policy is available to all WGC staff, volunteers, gymnasts and relations, and the broader gymnastics community, via the WGC website at <https://www.wgc.org.au/policies/>.

This policy will be communicated to all WGC staff, volunteers and gymnasts by the WGC Child Wellbeing Manager or in their absence the Club Director (or delegate), at the beginning of each calendar year.

## **POST EMPLOYMENT RESTRAINTS**

WGC reminds all employees that their implied and express contractual obligations, including WGC and GA policies, continue to apply for a post-employment period of six months.

## **APPROVAL AND REVIEW**

**Approved By:** Stuart Ireland, Vice President, WGC  
**Review Date:** January 2021  
**Policy Owner:** Child Protection and Policies Compliance Manager/ Governance Sub-Committee  
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