

Please see link to full Code of Conduct, and other child safeguarding policies [here](#).

WHY DO WE HAVE THIS POLICY?

Waverley Gymnastics Centre (WGC) is committed to providing an inclusive, safe and fun environment where all gymnasts can thrive.

The Child Safe Code of Conduct outlines the minimum standard of behaviour required from personnel. It provides guidance on what is appropriate and inappropriate behaviour when interacting with gymnasts.

WHO DOES THIS APPLY TO?

This Code of Conduct applies to all individuals who conduct work for, or are connected to WGC in a paid or unpaid capacity, including:

- Committee members
- Club Director
- Staff
- Contractors and sub-contractors, including sports medicine physicians and physiotherapists

YOUR RESPONSIBILITIES

You will:

- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of gymnasts above all else
- Report any concerns, allegations, or disclosures of child abuse or harm in accordance with WGC's Child Safe Complaints Handling Procedure
- Listen and respond appropriately to a gymnast if they raise a safety concern
- Treat all gymnasts equally, regardless of their gender, culture, race or disability.
- Use clear, direct, age-appropriate language that promotes positive encouragement
- Intervene if a gymnast, parent/guardian or anyone else uses negative language or tone and emphasise that such behaviour is inappropriate
- Ensure you remain in a position to responsibly observe gymnasts
- Be calm and firm when addressing a gymnast's poor or inappropriate behaviour, and redirect the gymnast's behaviour in a positive manner
- Communicate to gymnasts the purpose of physical contact and how spotting techniques may be used throughout the program
- Use non-intrusive touch to comfort a gymnast who is upset/to encourage a gymnast to participate, e.g. pat on the back/upper arm.
- Comply with WGC's Social Media and Employee-Gymnast Communication Policy

You will not:

- Be alone with a gymnast outside of WGC programs (online and in physical environments)
- Form close personal friendships with gymnasts outside of WGC
- Encourage a gymnast to keep secrets
- Providing any form of support to a gymnast or their family unrelated to the scope of their role.
- Engaging in unwanted or unwelcome sexual behaviour that would make a gymnast feel offended, humiliated or intimidated
- Accepting invitations to attend private social events with gymnasts and/or their families, without notifying and obtaining permission from the CSWM
- Purchasing gifts or other items for gymnasts without prior authorisation from the CSWM and without ensuring all gifts or items are identical.
- Giving a gymnast special attention or isolating them from peers to engage in inappropriate behaviour
- Allowing bullying to occur between gymnasts
- Embarrass, humiliate or belittle a gymnast
- Allowing a gymnast to go with another parent /guardian without written consent
- Texting, talking, or browsing on a mobile phone when supervising gymnasts