



CODE OF BEHAVIOUR

PURPOSE

12X12 Gymnastics Ballina Inc. (12x12) is committed to providing the highest levels of membership service. This includes protecting members' privacy, promotion of positive behaviours and protecting the health safety and wellbeing of members.

By introducing policy and procedures regarding a Code of Behaviour, this policy reiterates 12X12's commitment to its members.

SCOPE

This Policy applies to every person who attends the 12x12 premises at 8 Piper Drive Ballina, NSW including Coaches, Parents, Guardians or Carers, Spectators, Office Bearers and Committee Members.

GYMNASTS

As a gymnast at 12x12 you must meet the following requirements regarding your conduct during any class or other activity held by 12x12:

- Shoes are not to be worn on the gymnastics floor.
- Gymnasts must always have their hair tied back, suitable clothing and no jewellery.
- Gymnasts are to respect the rights, dignity and worth of fellow participants, coaches and spectators.
- The Club will not tolerate acts of aggression or bullying i.e. physical or verbal disrespect.
- Participants must respect the talent, potential and development of fellow participants.
- Gymnasts must care for and respect the equipment provided as part of their program.
- Gymnasts should be frank and honest with their coaches in concern to illness and injury and ability to train fully within the program requirements.
- At all times gymnasts are to avoid intimate relationships with their coaches and respect the personal space of others.
- Participants should conduct their selves in a professional manner relating to language, temper and punctuality.
- Gymnasts should always maintain high personal behaviour standards.
- Gymnasts must cooperate with coaches and staff in the development of programs to adequately prepare them for the competition at the highest level.
- Gymnasts must show concern and caution towards others who may be sick or injured.
- Gymnasts should be positive role models for their club.
- Gymnasts must understand the repercussion if they breach or are aware of any breaches of the code of behaviour.

STAFF

As an employee or volunteer of the 12x12 you must meet the following requirements regarding your conduct during any activity held by 12x12.

- Treat all children and young people with respect.



- Listen to and value children and young people's ideas and opinions.
- Welcome all children and their families and carers by being inclusive.
- Actively promote cultural safety and inclusion Listen to children and respond to them appropriately.
- Welcome parents and carers to participate in decisions about their child's training schedule and any other matters about their safety.
- Report any conflicts of interest (such as an outside relationship with a child).
- Adhere to all relevant legislation and our child safe policies and procedures.
- Work within a team to ensure that the needs of the child (and their family) remain the paramount focus.
- Participate in all compulsory training.
- Raise concerns with management if risks to child safety are identified, including cultural, environmental and operational risks.
- Report and act on any concerns or observed breaches of this Code of Conduct.
- Take all reasonable steps to protect children from abuse.
- Respect the privacy of children and their families by keeping all information about child protection concerns confidential.
- Inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct (such as driving a gymnast to a competition or undertaking one-on-one training sessions).
- Always have another adult present or in sight when conducting one to one coaching or instruction.
- Take a child seriously if they disclose harm or abuse.
- Ensure breaches of this Code are reported immediately.
- Uphold the rights of the child and always prioritise their needs.

PARENTS, GUARDIANS OR CARERS

As a parent, guardian or carer of a gymnast involved in any activity held by 12x12, you must meet the following requirements regarding your conduct during any such activity or event:

- Parents, Guardians or Carers must not bring their child/children to gymnastics if they are ill or contagious.
- All gymnasts must be dropped off and picked up at the gymnastics area inside 8Piper Drive Ballina, NSW
- Registration and membership fees must be paid upfront on athletes first visit to the club, otherwise athletes will not be allowed to participate in gymnastics as they will not be insured or covered if an injury occurs.
- If you are seen to be a distraction to the gymnasts, staff can and will ask you to exit the premises for the safety of the gymnasts.
- If Parents, Guardians or Carers would like to approach a coach, this must be done before or after the class not during class.
- The Head Coach and management committee have the right to deny participation when appropriate.
- Respect the rights, dignity and worth of others.
- Remember that your child participates in sport for their own enjoyment, not yours.
- Focus on your child's efforts and performance.
- Never ridicule or yell at your child and other children for making a mistake.



- Show appreciation for good performance by all participants.
- Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
- Do not physically or verbally abuse or harass anyone associated with the sport i.e. participants, volunteers, coaches etc.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
- Be a positive role model.
- Allow fellow parents the respect they deserve in their viewing or involvement in their child's participation.
- Be aware of the repercussions that any breaches of this code of behaviour may incur.
- Parents must always stay off the floor unless participating in Kindy Gym classes or have been given permission by coaches.
- Read and understand 12x12's Photography Policy before taking photographs or videos.

SPECTATORS

As a spectator of any activity held by 12x12, you must meet the following requirements regarding your conduct during any such activity or event:

- If you are seen to be a distraction to the gymnasts, staff can and will ask you to exit the premises for the safety of the gymnasts.
- Respect the rights, dignity and worth of others.
- Focus on the participant's efforts and performance.
- Never ridicule or yell at participants for making a mistake.
- Show appreciation for good performance by all participants.
- Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
- Do not physically or verbally abuse or harass anyone associated with the sport i.e. participant, volunteer, coach etc.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
- Be a positive role model.
- Read and understand 12x12's Photography Policy before taking photographs or videos.
- Be aware of the repercussions that any breaches of this code of behaviour may incur.

OFFICE BEARERS AND COMMITTEE MEMBERS

- Make the 12x12 environment more user friendly by providing equal opportunities for all to participate.
- Create pathways for young people to participate in sport not just as a gymnast, but as a coach or volunteer.



- Ensure that the types of programs, rules, and training suit the age, ability and maturity level of young athletes.
- Provide quality supervision and coaching for juniors and ensure volunteers are adequately trained.
- Direct coaches to highlight appropriate behaviour and skill development.
- Ensure everyone emphasises participation and doing your best.
- Give a code of behaviour sheet to spectators, parents, coaches and participants and encourage them to follow it.
- Consistently remind adults that the sport is for the participant.
- Remember, you set an example, your behaviour and comments should be positive and supportive.
- Adopt and implement relevant sport safety policies and practices.
- Promote a culturally tolerant environment.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

RELATED POLICIES AND DOCUMENTS

Child Safety and Wellbeing Policy

Member Protection Policy

Photography Policy

Staff Code of Conduct Policy