

MEMBER PROTECTION POLICY

DATE OF ISSUE: July 2019

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1. INTRODUCTION

Our Vision

Pulse Gymnastics promotes individual excellence. A place where all have the opportunity to reach their full potential in an environment that is positive, engaging and safe.

Our Mission

Pulse Gymnastics mission is to provide exceptional gymnastics programs for children in the community of all ages and abilities. We aim to do this with high a standard of coaching, instilling lifelong values in young people.

Our Motto

“Pursuing Excellence”

Our Values

Respect, Integrity, Team work, Resilience

Respect

- Honesty, manners, acceptance, manners
- Care and concern for yourself
- Care and concern for others
- Acceptance of difference
- Looking after the environment
- Showing pride in our facility

Integrity

- High-minded, having high principles. Being fair, honest and decent
- Doing the right thing in a reliable way
- Adherence to moral and ethical principles
- Consistent actions and values

Team work

- Combined action of our group
- Coaches and participants working well together
- Providing leadership and setting a good example
- Being supportive of other coaches, participants and the club

- Trying our best in any circumstance, cooperate using individual skills and giving and also receiving constructive feedback, despite personal conflict
- Working effectively
- Putting the team and the individual before yourself

Resilience

- Self-esteem, self confidence
- Positive attitude and being optimistic
- Developing self-management skills
- Developing perseverance

2. PURPOSE OF OUR POLICY

The main aim of our Member Protection Policy is to maintain responsible and ethical behaviour. This policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in Pulse Gymnastics of behaviour required.

3. WHO THE POLICY APPLIES TO

The Pulse Gymnastics Member Protection Policy applies to everyone involved in the club including staff, officials, coaches, judges, members, parents and spectators.

A full copy of Pulse Gymnastics Child Safe and Child Friendly Policy and Membership Protection Policy is available per request and can also be found on the club website and displayed in the viewing area.

4. EXTENT OF OUR POLICY

Our policy covers unfair decisions, breaches of our code of behaviour and inappropriate behaviour that occurs during training, meetings, in club rooms, meetings and events organised by Pulse Gymnastics.

5. CLUB RESPONSIBILITIES

Pulse will:

- Review and update The Member Protection Policy as required
 - Implement and comply with this policy as required
 - Promote our policy to all involved in Pulse Gymnastics
 - Model appropriate standards of behaviour at all times
 - Respond to breaches or complaints under our policy quickly, fairly and confidentially
 - Seek advice, knowledge and resources from Gymnastics Victoria
 - Refer serious issues to Gymnastics Victoria
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6. INDIVIDUAL RESPONSIBILITIES

All members associated with the club must:

- Comply with the standards of behaviour outlined in the policy
 - Treat all with respect
 - Always place the safety and welfare of children above other considerations
 - Be responsible and accountable for their own behaviour
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7. Protection of Children

Please refer to Child Safe and Child friendly Policy

8. Taking Images

Please refer to Child Safe and Child Friendly Policy

9. Working With Children Check

Please refer to Child Safe and Friendly Policy

10. Transportation

Please refer to Child Safe and Friendly Policy

11. ANTI HARRASSMENT, DISCRIMINATION AND BULLYING

Our club opposes all forms of harassment, discrimination and bullying. This includes mistreating, or treating someone less favourably because of a particular characteristic. This also includes behaviour that is offensive, abusive, belittling, intimidating or threatening – whether it is face to face, indirectly or via communication technologies such as phones, computers.

Some forms of harassment, discrimination and bullying are against the law these include:

- Age
- Gender
- Sexual orientation
- Pregnancy
- Religious Beliefs
- Race
- Marital Status

Pulse Gymnastics takes all claims of harassment, discrimination, bullying and cyber bullying seriously. Anyone who believes they have been harassed, discriminated against or bullied are encouraged to contact the Member Protection Officer – Natasha Stevenson.

12. INCLUSION

Pulse Gymnastics is welcoming to members from all areas of our community including promoting the cultural safety, participation and empowerment of Indigenous Children and children from culturally and/or linguistically diverse backgrounds and where possible we will include people with a disability in our programs to encourage participation of gymnastics. Where possible we will accommodate requests to ensure all participants receive the best support possible.