

PULSE GYMNASTICS

CODE OF CONDUCT



DATE OF ISSUE: July 2019

DATE OF REVIEW: February 2020

The Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff and volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. This Code of Conduct applies to all members, staff, parents/guardians & volunteers of Pulse Gymnastics. Any breach to the code of conduct can be reported by any member of staff, member, parent/guardian or volunteer.

Pulse Gymnastics reserves the rights to remove any coach and/or gymnast from a class for breach of these rules or unsafe behaviour.

All Pulse Gymnastics staff and volunteers are responsible for promoting the safety and wellbeing of children and young people by:

- Adhering to our Child Safe Policy, this Code of Conduct, Membership Protection Policy, Club Rules and Pulse Gymnastics Member Policies.
- Taking all reasonable steps to protect children from abuse
- Treating everyone with respect, including listening to and valuing their ideas and opinions
- Welcoming all children and their families and carers and being inclusive
- Respecting cultural, religious and political differences and acting in a culturally sensitive way, particularly when interacting with children who are Aboriginal or otherwise culturally or linguistically diverse and those with a disability
- Modelling appropriate adult behaviour
- Listening to children and responding to them appropriately
- Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect.
- Complying with our guidelines on physical contact with children
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

Pulse Gymnastics staff and volunteers **MUST NOT**:

- Seek to use children in any way to meet the needs of adults
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Use prejudice, oppressive behaviour or language with children
- Engage in rough physical games
- Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention
- Exchange personal contact details such as phone number, social networking site or email addresses with children
- Have unauthorised contact with children and young people online or by phone.

GYM RULES

1. Gymnasts are not allowed in the gym without a Pulse Coach Supervising them. Once class has commenced gymnasts are under direct supervision of coaches.
2. Gymnasts must notify coaches if they need to leave the gym floor.
3. No Running through the gym unless instructed to do so by a coach.
4. Parents and Family members are not allowed in the gym at any time (with the exception of the Tumble Tots class).
5. No child is permitted to leave the centre without a parent or guardian
6. No Food or Drink in the gym, water bottles are allowed and are a must for gymnasts training.
7. No Smoking in the grounds of Pulse Gymnastics
8. Gymnasts must wear uniform or appropriate attire to gymnastics classes.
9. The facility is a NUT FREE ZONE
10. Parents and Gymnasts must be familiar with the codes of behaviour on the gymnastics Victoria website
https://gymnasticsvictoria-public.sharepoint.com/Documents/Policies/Codes_of_Behaviour.pdf
11. Treat others as you would like to be treated.
12. Be Respectful, Positive, Encouraging and Have fun!

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to the Manager – Natasha Stevenson or Membership Protection Officer – Bec Gould.
Email – natasha.stevenson@pulsegymnastics.com.au

Any reports of breaches of the Code of Conduct will undergo an investigation by the Manager – Natasha Stevenson. An incident report must be completed and if there is a complaint either an informal or formal complaint form must also be completed.

Depending on the nature of breach an external investigation may be required.
All investigations, paperwork and other relevant information will be kept confidential in keeping with our privacy policy. The outcome of investigation will be communicated via writing to the complainant and/or respondent.