



Behaviour Management Policy

Last Amended: 08/09/2018 by HSR Sub-Committee

Approved: 16/09/2018 by EGC Committee

Purpose of Policy

It is the goal of Eastern Gymnastics Club to provide a safe, secure and supportive environment for members. The Club values respect, honesty, responsibility and consideration to all participants. We are an inclusive Club and committed to ensuring that children are safe in our care. We support and adhere to the Child Safe Standards as introduced by the Victorian Government in Jan 2017.

Definition of Coverage

This policy applies to problematic behaviours that are beyond what would be expected of a member based on their age and level of development. The policy applies to all members attending training sessions, competitions, or other club events. This includes events both on and off the premises.

The following outlines the Clubs position on breach on our publicised Codes of Behaviour.

Classification of Offences and Penalties

Level 1

Behaviours that may be considered in a Level 1 breach include:

- Breach of the Gymnasts Code of Conduct
- Breach of the Coaches Code of Conduct
- Use of language (offensive, insulting, intimidating) that is disparaging to gymnasts, coaches and / or officials
- Unintentionally physically interrupting other gymnasts, with a low risk of injury
- Demonstrating behaviour that adversely affects others' experience in class
- Unintentional damage to Club property

The steps taken to address Level 1 breaches of Codes of Behaviour shall include:

For a 1st offence (within 6 months)

Coach or General Manager will advise the offending Member that the behaviour is not appropriate and request the Member adopt appropriate behaviour (including providing alternative behaviour).



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For a 2nd offence

A formal warning will be given to the Member and recorded with the Club.

For a 3rd offence

A 'time-out' or temporary suspension may be awarded to the Member by the Coach or General Manager, offence recorded with the club and parent/carer advised as appropriate.

Level 2

Behaviours that may be considered in a Level 2 breach include:

- Recurrent Level 1 breaches
- Verbal abuse (offensive, insulting, intimidating)
- Vilification (acting or speaking in a way that threatens, disparages, vilifies or insults another based on that person's age, gender, sexual orientation, physical or mental ability, race, culture, religion and / or other)
- Intentionally physically interrupting other gymnasts, may include the intention to cause injury
- Making public statements which are not fair, constructive or reasonable as it relates to a member of or the club
- Wilful damage to Club property

The steps taken to address Level 2 breaches of Codes of Behaviour may include:

- A 'time-out' or temporary suspension from the class/activity may be awarded to the Member by the Coach or General Manager to be served immediately, offence recorded with the club and parent / carer advised via email or in person
- An expulsion from the class / club activities (sent home)
- A suspension from the class / club activities (minimum of 1 class or club activity)



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Level 3

Behaviours that may be considered in a Level 3 breach include:

- Recurrent breaches of Level 2 behaviour
- Intentionally physically interrupting other Members, with the intention to cause injury
- Physical assault causing bodily injury to another
- Incitement to violence
- Threats of and destruction to Club property

Steps taken to address Level 3 breaches of Codes of Behaviour include:

- Immediate removal from class by coach or General Manager and meeting with parents and General Manager to be completed or organised at time of collection from gym
- A suspension of 4 or more consecutive classes / club activities
- Expulsion from the club

Note: Any member suspended or expelled from the club will not be entitled to a refund of fees or payments as applicable to the circumstance.