

Disciplinary Procedure

Procedure if Unacceptable Behaviour Displayed by Gymnasts during Training

If a coach feels a gymnast has displayed unacceptable behaviour within the gymnastics training environment they will be given a verbal warning (see Code of Conduct for Gymnasts).

Gymnasts will receive three verbal warnings within a training session before action is taken; on the third warning the gymnast will be asked to sit out of the session for a length of time deemed appropriate by the coach who issues the warning. The coach is responsible for explaining to the gymnast why they have been told to sit out and why it was deemed unacceptable behaviour.

At the end of the stipulated time period, the gymnast may return to the training session. If there is no improvement in the behaviour, the coach will make a call to the gymnast's parents to have them collected early from training or will be reported to parent/carer on pick up.

At the end of the session, the appropriate coach will inform the parent why the gymnast was asked to sit out. Parents will be given the chance to discuss their child's behaviour with the appropriate coach and head coach (if necessary) in order to resolve any difficulties. This formal verbal warning will then be reported to the club's Safeguarding Officer who will record this on the safeguarding tracker.

Should the coaching team be of the opinion that there has been no improvement in a gymnast's behaviour then this will be reported to the head coach, Club Chairperson and Safeguarding Officer who will agree with the coaching team on an appropriate course of action. This may take form of formal interviews/meetings (with parents/carer) and formal documentation. Depending on the severity of the behaviour, variant levels of warnings can be issued. The final decision to remove a gymnast from the club altogether can only be taken with those named above after a thorough investigation has been carried out. Gross misconduct from a gymnast will not be given any written warnings but may result in immediate removal from the club.

The levels of warnings are dependent on the severity of the incident and at any given time can go straight to final written warning or dismissal following investigation from the Head Coach, Club Chairperson and the Safeguarding Officer, for Saltire the following warnings can be issued:

1. 3 verbal warnings (max)
2. 1st written warning
3. Final written warning
4. Removal from Club

Parents / Guardians / Carers who wish to appeal against a decision can do so by arranging a meeting with the three named people above who can collectively decide on the appropriate actions to put in place and resolve the situation.