

KSTP Behaviour Management Policy

POLICY NAME: KSTP Behaviour Management Policy
DATE OF ISSUE: January 2016
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CONTROLLING BODY: KSTP Management

Statement of Commitment	<ul style="list-style-type: none"> • KSTP is committed to treating all participants in gymnastics with respect and dignity. • KSTP is committed to providing an environment focused on the rights of young people to enjoy themselves and develop social and physical skills. • KSTP is committed to a gymnastics environment which is free of verbal and physical abuse. • KSTP is committed to providing a supportive environment for administrators, coaches, judges and volunteers to enable them to do their jobs.
Objectives	<p>The objectives of KSTP Behaviour Management Policy are to:</p> <ul style="list-style-type: none"> • Provide a safe and enjoyable environment for young people, parents, administrators, coaches, judges and volunteers. • Establish standards of behaviour expected of members. • Establish a procedure for dealing with breaches of the codes of behaviour
Policy Coverage	<p>KSTP Behaviour Management Policy covers all daily activities, competitions/events, Gymsport programs, membership programs and/or services governed by KSTP.</p>
Policy Application	<p>The policy applies to all athletes and their parents, coaches, judges, employees, administrators, volunteers, and members of KSTP. Adoption of this policy will ensure anyone who is found to be in breach of the codes of behaviour or ethics are dealt with appropriately.</p>
Roles and Responsibilities	<p>Management</p> <p>The role of the management at KSTP is to implement this policy by:</p> <ul style="list-style-type: none"> • Ensuring that everyone involved in gymnastics emphasises fair play, and not winning at all costs. • Providing all members with access to this policy and other club information in an easy-to-read format. • Ensuring that this policy and other club information is easily accessible to all members. • Ensuring that all coaches and judges have the relevant accreditations and have undergone a child protection check by the Commission for Children and Young People. • Providing education and training opportunities for parents, coaches, judges and volunteers.

- Helping coaches highlight appropriate behaviour and skill development, and help improve the standards of coaching.
- Implementing the procedure for dealing with breaches of the codes of behaviour.
- Ensuring that equipment, facilities and rules are safe and appropriate to the ability level of participants.
- Keeping informed of all gymnastics modifications, changes and requirements, and informing members including coaches and judges in a timely manner.
- Making it clear that abusing young members in any way is unacceptable and will result in disciplinary action.
- Respecting the rights, dignity and worth of every member regardless of their gender, ability, cultural background or religion.
- Agree to abide by the KSTP administrator's code of behaviour.
- Being a positive role model.

Coaches

The role of coaches at KSTP is to:

- Prepare and conduct sessions based on sound coaching principles.
- Develop the fundamental techniques of gymnastics.
- Promote the principles and practices of the codes of behaviour.
- Cater for varying levels of ability so that all young people get a fair go.
- Provide equal opportunities for all participants.
- Educate young people and parents on health and safety in sport.
- Be a positive role model.

The responsibility of coaches at KSTP is to:

- Become and remain accredited with the National Coaching Accreditation Scheme (NCAS).
- Agree to abide by the KSTP coach code of behaviour and ethics.
- Undergo a child protection check by the Commission for Children and Young People.
- Set realistic standards and objectives for young people.
- Provide a safe environment for training and competition.
- Keep up-to-date with gymnastics coaching developments.
- Enforce this Behaviour Management Policy.

Judges

The role of judges at KSTP is to:

- Apply the rules of gymnastics in a competition situation.
- Promote and enforce the principles and practices of the codes of behaviour.
- Ensure the spirit of gymnastics is not lost by the strict application of rules.
- Be a good role model.

The responsibilities of judges at KSTP are to:

- Become and remain accredited with the National Officials Accreditation Scheme (NOAS).
- Agree to abide by the KSTP judge's code of behaviour and ethics.
- Undergo a child protection check by the Commission for Children and Young People.
- Keep up-to-date with rule modifications.

	<ul style="list-style-type: none"> • Keep informed of sound officiating principles that take account of young people’s growth and development. • Be consistent, courteous and helpful to all participants. • Discourage inappropriate behaviour. <p>Parents/Guardians</p> <p>The role of parents/guardians at KSTP is to:</p> <ul style="list-style-type: none"> • Support and encourage their child to participate in gymnastics. • Allow their child to participate only if they are well and healthy. • Encourage their child to participate for the enjoyment of gymnastics. • Support their child to develop social and physical skills through gymnastics. • Promote and abide by the KSTP parent/guardian code of behaviour. • Be courteous when communicating with coaches, judges and administrators. • Be a positive role model. <p>Athletes</p> <p>The role of Athletes at KSTP is to:</p> <ul style="list-style-type: none"> • Agree to abide by the KSTP athlete code of behaviour. • Be courteous and cooperative when communicating with coaches, judges and administrators. • Be a positive role model.
Codes of Behaviour	<p>All involved in KSTP will abide by the codes of behaviour, which outlines the minimum standard of behaviour expected of members.</p> <ul style="list-style-type: none"> • Coach Code of Behaviour • Parent/Guardian Code of Behaviour • Judge Code of Behaviour • Administrator’s Code of Behaviour • Athlete Code of Behaviour <p>Coaches and judges will also abide by the codes of ethics as endorsed by the National Coach Accreditation Scheme (NCAS), the National Officials Accreditation Scheme (NOAS) and adopted by KSTP.</p>
Policy Breaches and Consequences	<p>Disciplinary action will be taken by KSTP against anyone who is found to be in breach of the codes of behaviour or ethics contained in this policy.</p> <p>Disciplinary action will be administered in a three-phase education process designed to assist members with defining their role at KSTP. The three phases dealing with breaches are designed to provide ample opportunity for correcting undesirable behaviour in a continual education process.</p> <p>Phase one – Club to counsel member.</p> <p>Phase one applies to the first breach of a code of behaviour or ethics.</p> <ul style="list-style-type: none"> • The relevant personnel will provide KSTP Management with an incident report (see Appendix 8) advising of a breach of a code. • Management will inform the offender in writing, detailing the breach and the consequences.

	<ul style="list-style-type: none"> • Where the offender could not be identified, Management will assume responsibility to identify parents and implement phase one. • Club will contact the offender within five days of receiving the breach notice to arrange the counselling session. The aim of the session is to educate the offender about the behaviour permitted at KSTP and to revisit the role of members. Offender will be informed of phases two and three. • Parent may proceed to phase two at the discretion of KSTP if breach of codes deemed to be a serious nature (For example, obscene language, threatening behaviour, any form of racial vilification or physical acts, harassment of a judge). <p>Phase two – Parent suspended from attending.</p> <p>Phase two applies to the second breach of a code of behaviour or ethics in a 12-month period.</p> <ul style="list-style-type: none"> • The relevant personnel will provide KSTP Management with an incident report advising of a second breach of a code. • Management will inform the offender in writing, detailing the breach and the consequences. • Club will contact the offender within five days of receiving the breach notice to confirm attendance at a role model training workshop. The aim of the training is to assist offenders define their role in gymnastics and be better role models. Offender will be informed of phase three. • Offenders issued with a second breach notice must attend a role model training workshop conducted by KSTP. These will be conducted on a needs basis. • Failure to attend the workshop will result in suspension of membership until training requirement met. <p>Phase three – Membership removed.</p> <p>Phase three applies to the third breach of a code of behaviour or ethics in a 12-month period.</p> <ul style="list-style-type: none"> • The relevant personnel will provide KSTP Management with an incident report advising of a third breach of a code. • Management will inform the offender in writing, detailing the breach and advising that club membership has been removed. • Once membership has been removed the offender and the associated member will not be permitted to participate in any activity affiliated with KSTP. • Member can apply to KSTP for membership renewal at the start of the next year (or 6-12mths period). Renewal will be at the discretion of KSTP.
Confidentiality	<p>KSTP management and officers responsible for implementing this Behaviour Management Policy will keep confidential the names and details related to breaches of the codes of behaviour and ethics unless disclosure is necessary as part of the disciplinary or corrective process.</p>