

KSTP COACH CODE OF BEHAVIOUR POLICY

POLICY NAME:	KSTP Coach Code of Behaviour Policy
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CONTROLLING BODY:	KSTP Management

Overview	This document is to be read in addition to KSTPs Club and Training Guidelines. The following requirements will be met in regard to conduct during any activity held or sanctioned by KSTP, Gymnastics NSW, Gymnastics Australia, or an affiliated club and in your role as a coach appointed by KSTP:
Commitment	KSTP is committed to ensuring the health, safety and wellbeing of children as a priority within gymnastics. We follow the child protection framework as set out by Gymnastics Australia.
Guidelines for Coaches	<ul style="list-style-type: none"> • Do not tolerate acts of aggression. • Provide feedback to athletes and other participants in a manner sensitive to their needs. Avoid overly negative feedback. • Recognise athletes' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists). • Treat all athletes fairly within the context of their sporting activities, regardless of gender, race, and place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions. • Encourage and facilitate athletes' independence and responsibility for their own behaviour, performance, decisions and actions. • Involve athletes in decisions that affect them. • Encourage athletes to respect one another and to expect respect for their worth as individuals regardless of their level of participation. • Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the athletes. • Ensure any physical contact with athletes is appropriate to the situation and necessary for the athlete's skill development. • Coaches are never permitted to record or take photos of athletes on their personal device. • Be acutely aware of the power that you as a coach develop with your athletes in the coaching relationship and avoid any sexual intimacy with athletes that could develop as a result. • Avoid situations with your athletes that could be construed as compromising.

	<ul style="list-style-type: none"> • Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances. • Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your athletes. • Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules. • Know and abide by rules, regulations and standards, and encourage athletes to do likewise. • Be honest and ensure that qualifications are not misrepresented. • Follow the guidelines of mandatory reporting.
Engaging in physical contact	<p>KSTP will follow the guidelines as set out by Play by the Rules website. The following information has been taken from their document, 'physical contact with children'.</p> <p>Due to the nature of our sport, physical contact between coaches and athletes under the age of 18 will occur for the purpose of skill development, sports massage and or to treat an injury. The guidelines below should be followed to ensure the appropriate methods are used.</p> <p>Physical contact is appropriate if it:</p> <ul style="list-style-type: none"> • is used to assist skill development; • is required for the athlete's safety; • occurs with the athlete's understanding and permission • is for the child's benefit, not adult gratification • occurs in an open environment. <p>Physical contact is inappropriate if it:</p> <ul style="list-style-type: none"> • includes touching the groin, genital area, buttocks, breasts or any part of the body that may cause distress or embarrasses a child; • frightens, distresses or embarrasses a child; • destroys their trust <p>Coaches are required to ensure an athlete is comfortable before attempting to assist by use of contact. The purpose must be clear and understood ie: "Is it okay if I put my hand on your back to demonstrate the correct position?" This is especially in cases where athletes are new to the club or a class.</p>
Contacting of athletes under 18 years old.	<p>The purpose of the information below is to provide clear guidelines about appropriate communication methods with athletes under the age of 18 years.</p> <ul style="list-style-type: none"> • Coaches are not to be directly contacting athletes under the age of 18 outside of training, including forms of contact such as text messaging and private social media interaction such as messenger, Instagram, snapchat, email. • Coaches are not to instigate or accept friend requests, or private messages from athletes under 18 years of age. The only exception is if an athlete follows a coaches professional sports page, however no private communication is permitted through this medium.

	<ul style="list-style-type: none"> • Coaches are to advise Rebecca, Club Manager, immediately if an underage student is trying to make contact via any forum. • All contact should be conducted through the athlete's parent or include the parent in the conversation. • Any knowledge of inappropriate contact will be reported immediately to Mary Cottee, KSTP's Member Protection Information Officer (MPIO).
Additional information.	<p>Coaches should know and refer to the KSTP Club Handbook, located on the coaches Facebook page, at the front desk or available on email when requested.</p> <p>Further information and resources can be accessed at either of the organisations below;</p> <p>Play By The Rules website</p> <p>Gymnastics Australia's Child Protection Tab</p>

