

# British Schools Gymnastics Association



Code of Conduct

and

Equality, Diversity, and Inclusion Policy

## Coaches and Teacher Code of Conduct

Individual Teachers, Coaches, Instructors and Officials are responsible for ensuring they conform to the standards of conduct, behaviour, fair and inclusive treatment, etiquette, and good manners specified in these Standards and in all applicable British Schools Gymnastics Association Regulations and policies.

Teachers, Coaches, Instructors and Officials must ensure that they are adequately trained and understand their responsibilities under the policies concerned as they apply to the activities they undertake. Failure to comply with the Regulations and the Standards of Conduct in this document may lead to sanctions or other action being taken.

These Standards of Conduct prohibit conduct ranging from extremely serious criminal acts to unsportsmanlike behaviour or a lack of courtesy and honesty. It is recognised by British Schools Gymnastics Association not all breaches will justify the taking of formal disciplinary action. Schools and the Association will be able to resolve, formally or informally, many issues arising from breaches occurring within their own activities. The British Schools Gymnastics Association encourages all Teachers, Coaches, Instructors, Officials, and participants to work together in a collaborative manner to identify and resolve minor breaches.

## British Schools Gymnastics Association Policies

British Schools Gymnastic Association affiliated schools, Teachers, Coaches, Instructors and Officials are required to comply with these Standards of Conduct they are also required to comply with all policies issued by British Schools Gymnastics Association including, but not limited to:

- Safeguarding Policy
- Health, Safety and Welfare Policy
- Coaches and Teacher Code of Conduct
- Guidelines on the use of social media
- Inclusion and Diversity Policy

Associated Documents:

- Complaints and Disciplinary Policy and Procedures
- Articles of Association

Coaches, Instructors and Officials are required to comply with all relevant legal obligations and prohibitions relevant to the activities that they undertake. Teachers, Coaches, Instructors and Officials are responsible for ensuring they comply with any rules relating to the practice of the sport, and the sport of gymnastics.

## Teachers, Coaches, Instructors and Officials shall:

- 1) Not Condone, or allow to go unchallenged, any breaches of these Standards of Conduct
- 2) Report any serious breaches of any of British Schools Gymnastics Association's policies or standards and not take or threaten any action to discourage or penalise any other person from doing so.

## Personal Behaviour

- 3) Display high personal standards, moderate and responsible behaviour and a favourable image that is befitting to their role in the sport at all times
- 4) Not behave or conduct themselves in any other manner which could bring the sport of gymnastics, British Schools Gymnastics Association and its Affiliated Schools into disrepute or damage the reputation of the British Schools Gymnastics Association.
- 5) Not allow their own personal grievance against individuals to affect BSGA regional or National events or the organisation or running of such events. Nor attempt to undermined them in front of other schools, gymnast, coaches/ Teachers or other officials.
- 6) Not bully, harass, or discriminate against an individual or group of people as a direct or indirect result of their gender reassignment, age, ethnic origin, religion/ belief, sexual orientation, disability pregnancy, marriage/ civil partnership.
- 7) Not cause offence or intimidation through non-verbal conduct and refrain from gestures that could be offensive
- 8) Not make offensive or abusive remarks/jokes, derogatory comments, suggestive comments, or use unnecessary aggression or intimidation, malicious gossip or call people by offensive nicknames within the gymnastics environment
- 9) Not to carry out unwelcome flirting, sexual advances, or unnecessary touching within the gymnastics environment
- 10) Not consume alcohol or substances which may impact judgment, performance, or behaviours before or whilst coaching, instructing, or officiating, in excess at any gymnastics event, before driving on gymnastics business or while under the age of 18 during a gymnastics event or trip
- 11) Dress appropriately with safety considerations in mind and within the accepted traditions of the sport
- 12) Not display offensive or inappropriate pictures, objects, written material (including slogans on clothing), tattoos, graffiti, flags or badges and social media posts.
- 13) Not smoke whilst coaching, instructing, or officiating

## Confidentiality

- 14) Respect the confidentiality of information provided to them concerning participants or fellow Teachers, Coaches, Instructors or and Officials, subject to any safeguarding requirements

## Competitions/ events

- 15) Accept success and failure, victory, and defeat, with dignity
- 16) Treat participants and others attending at any gymnastic event with dignity and respect
- 17) Not question the decisions of officials except through accepted procedures and ensure that differences of opinion or conflicts in respect of any competition decisions, are dealt with through proper and accepted processes
- 18) Not take bribes, bet on, attempt to manipulate results, or be involved in any other form of corruption in relation to any gymnastics competitions

## Safeguarding

- 19) Not abuse or misuse any relationship of trust or position of power or influence.
- 20) Report promptly any concerns, or present evidence or other information concerning any abuse or neglect of a child or adult at risk or other matter within the scope of the British Schools Gymnastics Association Safeguarding Policy and provide full particulars of the matter to British Schools Gymnastics Association Welfare Officer.
- 21) Cooperate fully with British Schools Gymnastics Association and other relevant authorities when requested to disclose any documents, provide any evidence or other information, and provide a written statement in connection with any investigation by British Schools Gymnastics Association or other authority
- 22) Not victimise, attempt to victimise, or encourage the victimisation of any individual (or their parents, guardians, or dependents) for raising concerns or making a Complaint.
- 23) Inform British Schools Gymnastics Association if they are arrested for or charged with a criminal offence or any criminal conviction, caution or warning issued by the police that will affect their Criminal Records check as described in the Criminal Record Checks Policy and Guidelines document.

## Misrepresentation

- 24) Not misrepresent their qualifications, registrations, affiliations, or professional status

## Coaching

- 25) Hold a teaching/coaching, instructing, or judging qualifications appropriate to the activities their pupils are performing and only coach, instruct, or officiate over those disciplines, skills, and activities for which they are both qualified and capable
- 26) Accept responsibility for the conduct of pupils coached or instructed by them
- 27) Not compromise pupils by advocating measures that contravene any competition rules to gain unfair advantage
- 28) Not coach or instruct another school's pupil without prior agreement from the pupil's own schoolteacher or instructor.
- 29) Not discuss the performance of a pupil during a competition within the earshot of any Teacher, coach, pupil, or member of the public
- 30) Not to engage in practices which are known to be harmful to the physical or psychological wellbeing of a pupil, e.g. inappropriate or excessive weighing or restriction of access to food and fluids

## Equality, Diversity, and Inclusion

Gymnastics is an inclusive sport. At the British Schools Gymnastics Association, we support everyone's involvement in the sport of gymnastics as a pupil, teacher, coach, official, regardless of ability, gender, age, ethnicity, religion, and sexual orientation.

The British Schools Gymnastics Association celebrates and values the diversity of the schools gymnastics community and believes that the schools gymnastics community should provide a safe, supportive, and welcoming environment for all people.

The Equality Act 2010 includes gender reassignment as one of nine protected characteristics. Gender reassignment is when a person takes steps to alter the outward expression of their gender so that it better aligns with their sense of who they are. The process of gender reassignment is a social process known as transitioning. This may involve changes to name, title, and appearance and in some cases medical treatment. The Act does not require a person to be under medical supervision to be protected.

### Sport

The Equality Act 2010 makes specific provision for sports organisations to place restrictions in respect of trans people taking part in competitions involving a gender-affected sport. A sport is a gender-affected sport if the physical strength, stamina, or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender as competitors in events involving the sport.

The Act states that when determining whether children's sport is gender affected, the age and stage of development of children who are likely to be competitors needs to be considered. The exclusion of trans people in gender segregated sport is only justifiable if it is necessary to secure fair competition.

It is generally accepted that prior to puberty (when male and female testosterone levels are similar) there is little physical difference between the sexes. However, after the onset of puberty, the average male is likely to have an advantage over the average female that raise questions of fairness in relation to the participation of trans athletes in line with their gender identity.

In 2013, the UK Home Country Sports Council Equality Group published a policy framework for both contact sports and non-contact sports such as gymnastics, to support the development of legally compliant policy in respect of domestic level competitions. Although the Home Country Sports Council Equality Group framework is currently under review, it remains the main source of guidance for domestic competition aimed at children under 16 years old.

Therefore, in British Schools Gymnastic Association events; whatever gender the pupil is registered at the school as is the gender which they will be able to participate as at any BSGA event.

British Schools Gymnastics aims to ensure that all trans people can take part in the sport without fear of discrimination or bullying. This includes trans people who are not currently afforded protection under the Equality Act 2010.

The British Schools Gymnastics Association considers that any transphobic abuse, harassment, or bullying is unacceptable and will ensure that any inappropriate behaviour and language is challenged and where appropriate that disciplinary action is taken in accordance with the appropriate policy.



British Schools Gymnastics believes that trans gymnasts should not be restricted from taking part in gymnastics competition in their affirmed gender unless it is strictly necessary to uphold fair or safe competition.

The British Schools Gymnastics Association recognises that it is an individual's right to choose whether they wish to be open about their gender identity. The British Schools Gymnastics Association will provide a supportive environment for anyone who discloses their trans status or feels able to be open about their trans status within the wider Schools gymnastics community.