

Behaviour Management Policy

Objective

The objective of this policy is to ensure a high level of safety to all people at all times in the gymnasium, allowing all gymnasts, coaches and officials to work in, participate in and deliver safe and effective gymnastics lessons.

Scope

This policy applies to gymnasts and coaches of Pearl Coast Gymnastics Club Broome Inc. (PCGC).

Policy

PCGC strives to ensure that all gymnasts have the opportunity to participate in gymnastics lessons in a safe, respectful and harassment-free environment. PCGC believes that all gymnasts must play by the rules and show respect for other gymnasts, coaches and officials.

The club has developed a *Codes of Behaviour* document that all enrolled gymnasts and their families have pledged to abide by, as this is a requirement upon enrolment. The PCGC Codes of Behaviour is applicable to all athletes, coaches, administrators, officials, parents and spectators associated with the club. The Codes of Behaviour document outlines the positive and responsible behaviours that all club members should strive to display. Coaches, officials and parents are encouraged to promote, recognize and reward gymnasts that are demonstrating good behaviours that reflect the PCGC Codes of Behaviour.

To assist coaches to manage difficult and challenging behaviours, the following levels of inappropriate behavior have been defined with a corresponding procedure to be followed depending on the level of behavior being exhibited:

Levels of Inappropriate Behaviour

Level A – Start at Step One of Behaviour Management Procedure

Behaviour: Playing on equipment, displaying disruptive behaviour, not listening to coach instructions, arguing, swearing, touching or distracting others etc.

Level B – Start at Step Two of Behaviour Management Procedure

Behaviour: Bullying, mildly hurting people (hitting, kicking etc.), extremely disruptive behaviour, other inappropriate behaviour etc.

Level C – Start at Step Three of Behaviour Management Procedure

Behaviour: Fighting, seriously hurting people, putting themselves or others in danger, causing damage, defacement or vandalism to the gymnasium or school property or in the case of traveling away from Broome, other property.

Procedure

All incidents involving difficult or challenging behaviour will be managed in accordance with this policy and will be appropriately documented. All notifications, discussions, meetings, decisions and consequences regarding inappropriate behaviour must be recorded in the Coach Incident Book and be signed by the class coach and the Head Coach. Incidents that involve extreme misbehaviour (Level C) must be reported to the PCGC Committee and any consequences discussed with the PCGC Committee.

The following procedure will be implemented by coaching staff when managing inappropriate behaviours from gymnasts during gymnastics lessons:

Step One – Warning

Advise the gymnast that their behaviour is not appropriate, that they are breaking club rules. Tell them to stop. Inform them that if they continue they will be sitting out for a period of time.

Step Two – Sit Out

Advise the gymnast that their behaviour is not appropriate, that they are breaking club rules. Tell them to stop. Remind them of any previous warnings and sit them out. The gymnast must not interact with any other gymnasts during this time. Once they are sitting still for 5 minutes, the coach is to debrief the gymnast, revise why they were sitting there. Advise the gymnast that they will be sent to the Senior / Head Coach if the behaviour continues. Parents must be notified of Level B behaviours.

Step Three – Send gymnast to Senior or Head Coach, Call Parents and / or Send Gymnast Home

Advise the gymnast that their behaviour is not appropriate, that they are breaking club rules. Tell them to stop. Take gymnast to Senior or Head Coach and sit gymnast out of the class. The gymnast must not interact with any other gymnasts during this time. For repetitive misbehaviours at Level A and B, coaches will follow the Repetitive Misbehaviour Procedure outlined below. For serious Level C behaviours the gymnast's parents should be called to come and collect the gymnast immediately. Parents must be notified of Level C behaviours.

***All parental notifications (verbal or written) must be recorded in the Coach Incident Book.**

Repetitive Misbehaviour

Pearl Coast Gymnastics Club will not tolerate repetitive misbehaviour at gymnastics as this is a distraction for other gymnasts in the class and puts everyone's safety at risk. If a gymnast

demonstrates ongoing Level A behaviours, or any incident of behaviour at Level B or C, the following steps will be taken:

1. **Parent meeting** - a preliminary meeting with the gymnasts' parent will be scheduled with the Head Coach, Class Coach and Gymnast, to discuss strategies and inform the parent of the next stage if misbehaviour continues. If appropriate, a written or verbal contract will be made with the gymnast.
2. **Gymnast sent home and parent attends lesson** - If the misbehaviour continues the gymnast will be sent home for the remainder of the lesson. A meeting with parent will be scheduled to discuss strategies and inform the parent of the next stage if behaviour continues. The parent must also be present in the gym for the entire next lesson.
3. **Gymnast sent home, miss one week of lessons and parents attends next lesson** – If the misbehaviour continues the gymnast will be sent home for the remainder of the lesson and will have to miss out on a full week of lessons (no-refund will be given). In order to return the parent must attend a meeting with then Head Coach, Class Coach and Gymnast, to discuss strategies and inform the parent of the next stage if behaviour continues. The parent must also be present in the gym for the entire next lesson.
4. **Gymnast sent home, miss a term of lessons and parents attends next lesson** - If the misbehaviour continues the gymnast will be sent home for the remainder of the lesson and will be suspended for the rest of the term (no-refund will be given). In order to return, the committee must give approval and will indicate if, when and in what manner the gymnast is allowed to return.

Parents must be notified that if misbehaviours continue to occur during gymnastics lessons, the gymnast may not be allowed to represent the club at Regional or State competitions for the rest of that year **or** attend any club events (such as sleep overs etc.) and the gymnast may be suspended for a term of gymnastics.

Where a gymnast's behaviour is negatively influencing other gymnasts, any consequences will be at the discretion of the PCGC Committee.

Review

This policy will be reviewed by the PCGC Committee no later than 3 years after endorsement.

Approved

PCGC Committee

September 2016