

BEHAVIOUR MANAGEMENT POLICY

Policy Name:	AGC Behaviour Management Policy
Date of Approval:	November 2025
Policy Coverage:	Behaviour Management
Date of Review:	November 2026

INTRODUCTION

Armada Gymnastics Club Inc is committed to working responsibly and ethically within the legal and regulatory environment. To this end all Club policies and procedures will reflect this and we will act and make decisions in accordance with this commitment.

PURPOSE

This policy aims to outline the strategies and procedures that Armada Gymnastics Club uses to promote positive behaviour within the club and in the event of a breach of club protocol.

DEFINITIONS

Armada Gymnastics Club Inc – AGC.

Members – paid staff, committee members, technical members (judges and coaches) and participants/athletes.

Volunteers – non paid staff, parents working in support roles and any other volunteers assisting the club; and

Visitors- being competing gymnasts from other clubs, spectators and contractors.

POLICY APPLICATION

This policy applies to all members, volunteers and visitors attending Armadale Gymnastics Club's venue; including activities and events held in the club's name or in representing the club at other venues.

POLICY COVERAGE

Armadale Gymnastics Club Inc strives to provide a safe, respectful and harassment-free environment for all of its members, volunteers and visitors and believes that everyone must play by the rules and show respect for each other.

The club has developed a Member Protection Policy that includes role specific Codes of Behaviour, Codes of Conduct and Codes of Ethics documents that all members receive upon enrolment and pledge to abide by. The Armadale Gymnastics Club Member Protection Policy is applicable to all members, volunteers and visitors to the club. The Member Protection Policy outlines the positive and responsible behaviours that all club members should strive to display in their specific roles.

All Armadale Gymnastics Club Inc members, volunteers and visitors are expected to:

- Abide by the Code of Behaviour and/or Conduct of Conduct and/or Code of Ethics relevant to their role.
- Respect the rights of others outlined in the policies of Armadale Gymnastics Club, including, but not limited to:
 - Member Protection
 - Risk Management
 - Safety Rules

BEHAVIOUR LEVELS

Stage 1 – Gymnasts Positive Behaviour

Positive behaviour as outlined in the Member Protection Policy that is displayed throughout training sessions or at events such as, but not limited to:

- listening to coaches/officials/volunteers instructions
- raising hands to ask questions
- using polite manners
- respecting others
- helping and supporting others
- cheering for or applauding participants after routines completed in events whether on own team or the opposition

Stage 1 – Parents, Spectators and Siblings Positive Behaviour

Positive behaviour as outlined in the Member Protection Policy that is displayed throughout training sessions or at events such as, but not limited to:

- listening to coaches/officials/volunteer instructions
- using polite manners
- Refraining from stepping onto the Gym Floor
- Refraining from calling out to gymnasts on the floor
- Supervision of children not training
- cheering for or applauding participants after routines completed in events whether on own team or the opposition

Stage 2 – Gymnasts Inappropriate Behaviour- Minor Transgression

Minor disruptive or inappropriate behaviour such as, but not limited to:

- not listening to coaches'/officials/ volunteers instructions
- talking to peers while coaches or officials are giving instructions
- calling out in training
- using rude or bad manners
- touching, bothering or distracting others
- playing on equipment
- arguing
- swearing

Stage 2 – Parents, Spectators and Siblings Inappropriate Behaviour- Minor Transgression

Minor disruptive or inappropriate behaviour such as, but not limited to:

- not listening to coaches/officials/volunteers instructions
- talking to peers while coaches/ officials/volunteers are giving instructions
- calling out to gymnasts training
- using rude or bad manners
- touching, bothering or distracting others
- playing on equipment
- arguing
- swearing

Stage 3- Inappropriate Behaviour- Major Transgression

Major disruptive or inappropriate behaviour such as, but not limited to:

- repetitive Stage 2 behaviours
- bullying
- leaving the gym floor or venue without asking or telling anyone
- fighting and physical violence of any kind (hitting, kicking, pinching, spitting etc...)
- putting themselves or others in danger
- swearing at others or any other kind of verbal abuse
- disrespectful behaviour towards anyone's gender, identity, culture, religion or race
- stealing
- causing damage, defacement or vandalism to our venue or property at our venue or other event venues

BREACHES

Armadale Gymnastics Club will deal with any breach of the Behaviour Management Policy promptly, seriously, sensitively and confidentially.

For any Gymnast Stage 2 behaviour, Armadale Gymnastics Club will:

- 1) First Offence – verbal warning
- 2) Second Offence- verbal warning and explanation given that if behaviour doesn't cease the gymnast will be sat out for 1 station/5 minutes.
- 3) Third Offence- gymnast sat out for 1 station/5 minutes and must apologise following sitting out
- 4) Following any of these offences the child's parent/guardian may be advised of their child's behaviour by their coach/ head coach and the processes that unfolded. A behaviour management plan may be discussed with that parent if the coach deems this necessary.

For any Parents, Spectators and Siblings Stage 2 behaviour, Armadale Gymnastics Club will:

- 1) First Offence – speak to individual/parent/guardian – verbal warning given to cease behaviour.
- 2) Second Offence- speak to individual/ parent/guardian again- second verbal warning and explanation that if they do not cease behaviour they will be asked to leave.
- 3) Third Offence- request the individual /parent/guardian vacate the Arena for remainder of class
- 4) Continuous offences/Major offence: visitor asked to leave the premises, and a ban may be given to the visitor for the length of time that the committee/head coach see fit. This length of time may be indefinitely. If police or physical force are needed to remove the visitor from the premises an immediate lifetime ban will be issued.

Should a breach for any Stage 3 Gymnast behaviour arise, Armadale Gymnastics Club Inc will follow step 1 and 2 above as well as:

- 1) Contact one or more of the following:
 - a. Head Coach or Coach
 - b. President or other official of the club or State Association

- c. The club's Member Protection Officer
- d. Disciplinary Committee
- e. The Police (only in the event if the behaviour is criminal)

All Stage 3 behaviours will be met with a consequence decided on by any of the above-mentioned a-d contacts. The consequence may include, but is not limited to:

- First offence: gymnast sat out for 5 minutes/1 station and parent advised of gymnast behaviour.
- Second offence: Gymnast asked to be picked up from training and parent advised of gymnast's behaviour. A meeting will then be set up with head coach and any other parties necessary to discuss with gymnast and parent the behaviour and further consequences if necessary.
- Third offence/First major offence: gymnast receives a suspension for a length of time (no refund given for missed classes) agreed upon by committee and head coach from training and a meeting will then be set up with head coach and any other parties necessary to discuss with gymnast and parent the behaviour and what is needed for the gymnast to return to training.
- Continuous offence/Major offence: Gymnast is expelled from the club and may receive a ban from returning for a length of time agreed upon by the head coach/ committee. No refund given for missed classes) This length of time may be indefinitely

ADDITIONS AND CHANGES TO POLICY

Recommended changes to this policy may be submitted to AGC Sports Inc Administrator for consideration at any time via email to admin@armadalegc.com.au

Should changes be accepted, the policy will be updated, dated, and circulated to all relevant stakeholders.

AGC Sports Inc is committed to ensuring all policies are up-to-date and reflect current times, therefore reviews are undertaken annually. The next review date is detailed at the beginning of the policy.

CONFIDENTIALITY AND REPORTING

Armadale Gymnastics Club Inc administration is responsible for implementing this Policy and will work within the legal requirements of the Privacy Act 1988 and the Clubs Privacy Policy keeping confidential the names and details relating to breaches, unless disclosure is:

- Necessary as part of the disciplinary or corrective process; and
- Required by law