

Purpose

To provide a plan for the staff, students and parents for when the behaviour of a gymnast is not at an acceptable standard.

Policy Definition

This management plan applies to all gymnasts training in the MLC Gymnastics Club. This plan will be implemented when there are concerns about the behaviour of a gymnast

Procedure

STEP 1 - Meeting

A meeting is set up between the following parties:-

- Manager
- Staff member
- Gymnast
- Parent

This meeting outlines:-

- The inappropriate behaviour that occurred
- An explanation of the response of the coaching staff
- An opportunity for the athlete to explain their actions
- Development of an action plan in accordance with the outline below

The meeting should not:-

- Discuss other gymnasts
- Confuse inappropriate behaviour with training issues. It must focus purely on the behaviour that is inappropriate.

STEP 2 – Plan in place

A plan should be set into place with determined timelines and feedback to all parties.

A meeting time should be established after a set period of time to review the actions and behaviour of the gymnast.

STEP 3 – Follow up meeting

All the above members from the initial meeting are involved in a review of the behaviour.

- Should the response be positive and the behaviour errors be corrected, then the issue would be seen to be resolved. However, ongoing feedback and communication to parents and gymnasts is expected.
- Should the issue be resolving but not 100% then it may be deemed necessary to set further timelines prior to a final review.
- Should the response be negative then a formal warning must be put into place, with a determined timeline to work with. In the event of the behaviour not being corrected, the following may result:
 - a. Removal from a Squad / class and placement in an alternative class
 - b. Removal from the Program
 - c. Should either of these steps be necessary then consultation with the Gym Club Manager and Head of Sport will be made prior to action.

Requirements/Responsibilities

Staff should note:-

- Clear documentation is essential to ensure the behaviour can be dealt with appropriately.
- The staff members are expected to act in a professional manner at all times and must ensure that their reaction to inappropriate behaviour is above criticism.
- Staff members have the support of their managers in all areas and should seek their advice and support when they are unsure of their actions / ability to deal with issues or behaviour.
- Weekly sheets must be completed, checked, signed and filed with the appropriate Manager each week.
- Ongoing communication with parents and gymnasts is essential.

Parents should note:-

- Support of the coaching staff in dealing with the inappropriate behaviour is essential in working towards a positive solution.
- Communication with staff and managers on an ongoing basis is essential.

Breaches

Staff, students and parents must abide by the above plan in addressing inappropriate behaviour. Any breaches of this will be dealt with by the Gym Club Manager. Staff may be provided with a warning, while gymnasts or parents may be requested to leave the program or squad they are in.

Confidentiality and Reporting

All incidents, documentation, and meetings are treated as strictly confidential and are not discussed with parties who aren't directly involved. For more information, please see the MLC Gymnastics Club MLC Privacy Policy.

Related Policies

Gymnast Behaviour Management Policy
 General Gym Rules

Further Information

If you would like further information, please write to the MLC Gymnastics Club at 207 Barkers Road, Kew 3101, or via facsimile on (03) 9274 8168 or via email

Gym Club Manager – Leslie Burrows – burrowla@mlc.vic.edu.au
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