



GB AESTHETIC GROUP GYMNASTICS FEDERATION

Code of Conduct

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Standards of Conduct

1. Introduction

This document is issued by GB Aesthetic Group Gymnastics Federation. GBAGGF's Constitution, its Regulations and the various conditions of membership, registration and affiliation together require that:

- All Members;
- All Registered Clubs and those associated with Clubs as members or otherwise;

are to comply with Regulations made by the GBAGGF Council and conduct themselves in accordance with the Standards of Conduct set out or referred to in this document.

Other individuals and organizations may also be subject to all or part of these Standards and the associated Disciplinary Procedures by agreement with GBAGGF.

This document may be amended from time to time by the GBAGGF Council. The definitive text of this document in force from time to time is the version contained in the GBAGGF website. Any printed text or electronic copy held elsewhere is only a snapshot of the text at the time it is printed, copied or downloaded.

This document, and the requirements contained in it, are variously referred to as the "Standards of Conduct" and "these Standards".

Failure to comply with the Constitution, Regulations and the Standards of Conduct in this document may lead to disciplinary or other action being taken, as described in GBAGGF's Complaints & Disciplinary Procedures.

Nothing in this document overrides, amends or waives any provision in the Constitution of the GBAGGF or restricts the rights of the GBAGGF Council to make or amend Regulations or other Bye-Laws or to manage the business of the GBAGGF as they think fit.

2. GB Aesthetic Group Gymnastics Federation Policies

By Regulation 10 of the GBAGGF Regulations, all those required to comply with the Standards of Conduct are also required to comply with the Policies listed in the Standards of Conduct as published by GBAGGF (or others) and in force from time to time.

The listed policies are:

- Safeguarding & Protecting Policy
- IFAGG Anti-Doping Policy

Individual Participants must ensure that they receive training and understand their responsibilities under the policies concerned as they apply to the activities they undertake. Participants who are organizations/clubs must ensure that their staff, members and volunteers do so.

3. Required Standards of Conduct

GBAGGF expects the highest standards of conduct from Participants, who have a responsibility to ensure that their behavior and actions meet the high standards expected of them.

All Participants are required:

- To comply with all obligations, requirements, prohibitions and other provisions contained in the Constitution of GBAGGF, its Regulations, Policies and these Standards.
- To comply with all relevant legal obligations and prohibitions applicable to their activities as Participants or the practice of the sport of AGG or their dealings with other Participants.

NOTE: A criminal conviction or caution for some criminal offences is viewed as incompatible with continued membership of the Federation and involvement as a Participant in the sport of AGG. Particulars of these offences are contained in Appendix 1.

- To comply with all requirements and not to infringe any prohibitions, specified by the IFAGG
- Not to abuse or misuse any relationship of trust or position of power or influence.
- Not to behave or conduct themselves in any other manner which is unbecoming a Participant.
- To conform to the standards of conduct, behavior, equality of treatment, etiquette and good manners specified in these Standards, in GBAGGF Regulations or policies or in accordance with the accepted traditions of gymnastics.

Examples of conduct falling within these categories are contained in Appendix 2.

A Participant who has concerns, evidence or other information concerning any abuse or neglect of a child or vulnerable adult or other matter within the scope of the GBAGGF Safeguarding & Protecting is required to promptly report, and provide full particulars of, the matter to GBAGGF.

As and when requested by GBAGGF a Participant shall cooperate fully with GBAGGF and other relevant authorities and disclose any documents, provide any evidence or other information and provide a written statement in connection with any investigation by GBAGGF or other authority into any abuse or neglect of a child or vulnerable adult or other matter within the scope of the GBAGGF Safeguarding and Protecting policy.

In connection with a risk assessment process the cooperation required of a Participant being assessed may include undergoing and making available the results of a medical or other examination.

No Participant should victimize or attempt to victimize or encourage the victimization of any individual (or their parents, guardians or dependents) for raising concerns or making a Complaint.

Participants must not conceal or attempt to conceal evidence of poor practice, abuse or misconduct by themselves or others.

- a) Individual Participants and, if applicable, Participant organizations must:
 - Inform GBAGGF if they are arrested for or charged with a criminal offence
 - Inform GBAGGF of any criminal conviction, caution or warning issued by the police

- b) Participants must:
 - Not misrepresent their qualifications, registrations, affiliations or professional status
 - Not purport to represent Great Britain, the United Kingdom or GBAGGF in any AGG event without the written permission of GBAGGF

Individual Participants shall not be a member of more than one Registered Club at any one time, except with the permission of their Principal Club and provided no conflict of interest arises.

- c) Participants who act as a Coach, and where applicable those employing or supervising coaches, must:
 - Conform to GBAGGF's recommended standards of coaching best practice
 - Hold GBAGGF coaching qualifications
 - Not disparage or intimidate gymnasts or seek to poach gymnasts from their Principal Club
 - Accept responsibility for the conduct of gymnasts coached by them
 - Not compromise gymnasts by advocating measures that contravene any competition rules to gain unfair advantage
 - Not coach a team without prior agreement from the team's own coach. Where a team or their parents request a coach to agree to additional or alternative coaching this agreement shall not be unreasonably withheld or delayed.
 - If coaching services are requested by a gymnast of another club, discuss the matter with that club and that team's own coach

- d) Participants who act as Judges or competition officials and, where applicable, Registered Clubs must:
 - Conform to any GBAGGF or IFAGG regulations, codes of conduct for judges or recommended standards of judging best practice.

- Not discuss the performance of a team during a competition within the earshot of any coach, gymnast or member of the public
 - Ensure that differences of opinion or conflicts in respect of any competition decisions, are dealt with through proper and accepted processes
- e) Members who are gymnasts must:
- Behave reasonably and in a manner that shows proper respect for other gymnasts and others in the sport of AGG and for other athletes when training or competing in a multi-sport environment
 - Not question the decisions of judges and officials during a competition. The proper and accepted processes for raising any differences of opinion or conflicts in respect of any competition decisions are for these to be raised by the team's coach on their behalf if and where the coach considers that such action is appropriate
- f) A Registered Club shall:
- comply with the conditions of its registration with GBAGGF;
 - ensure by its constitution or otherwise that all those practicing AGG are Members of GBAGGF and required by the Club to conform to these Standards of Conduct;

Before taking a team abroad to compete, train or participate in other AGG events, the club member must ensure that it has an adequate insurance in place for all travelers. The club has the responsibility to ensure the health, safety and welfare of the gymnasts, coaches and judges.

These Standards of Conduct are expressed in wide terms and prohibit conduct ranging from extremely serious and criminal acts to unsportsmanlike behavior or a lack of courtesy. Without limiting the importance of compliance and good conduct it is recognized by GBAGGF that not all breaches will justify the taking of formal disciplinary action by GBAGGF. Clubs will be able to resolve, formally or informally, many issues arising from breaches occurring within their own activities. GBAGGF encourages all Participants to work together in a collaborative manner to identify and resolve minor breaches.

Participants should not lodge complaints with GBAGGF or pursue allegations against other Participants in circumstances where it can reasonably expect that other, less formal, action would be sufficient.

Unreasonably making or pursuing multiple complaints to GBAGGF, or willfully making false or unjustified complaints about the conduct of other Participants can of itself amount to conduct unbecoming a member of GBAGGF.

Appendix 1

Serious Criminal Offences the GBAGGF Council that conviction of any criminal offence (other than minor road traffic offences) may, depending on the seriousness of the offence and its circumstances, be incompatible with membership of GBAGGF. The GBAGGF Council views the following criminal offences as extremely serious and an allegation that a member has committed any of them may lead to suspension pending a disciplinary hearing, and if the allegation is proved at the hearing, expulsion:

An offence listed in:

- Schedule 1 to the Children and Young Persons Act 1933
- Schedule 1 to the Criminal Procedure (Scotland) Act 1995,
- Schedule 1 to the Protection of Children (Scotland) Act 2003 or
- any provisions of any statute, statutory rule or order or other legislation applying from time to time to Northern Ireland which is comparable to any such Schedule (provided that the offence is committed in relation to a person under the age of 18 on the date on which the offence is committed)

In accordance with GBAGGF Council, any member working in a regulated activity will be automatically expelled from membership of GBAGGF if:

- he or she is convicted of any Schedule 1 Offence;
- or having been convicted of any Schedule 1 Offence before becoming a member of GBAGGF and not having informed it of that fact either (1) in his or her application for membership or (2) (where such conviction occurs after the date of that application but before he or she is admitted to membership) forthwith following such conviction, GBAGGF is notified or otherwise becomes aware of that conviction.

Where an individual has been subject to a formal caution in respect of a Schedule 1 Offence, this is considered incompatible with membership of GBAGGF and the President of GBAGGF will suspend the member. Once the individual is removed from the Register, (eg after 2/3/5 years), the GBAGGF Council will consider their new application for BG membership.

Any Member may appeal against the cessation of his membership by giving to the GBAGGF Council within one month of the date of that cessation written notice of the appeal and his or her grounds of appeal. The Council will consider whether on the grounds stated in the appeal the Member concerned should be re-instated to membership.

The GBAGGF Council may in its discretion obtain such advice and assistance in connection with that appeal as it may feel necessary and any decision of the GBAGGF Council in connection with that appeal will be final and binding on the Federation and the person concerned. The cessation of the membership of the Member concerned will continue unless and until the GBAGGF Council decides in its discretion to re-instate that membership.

Appendix 2

Participants are required:

- Not to abuse or misuse any relationship of trust or position of power or influence
- Not to behave or conduct themselves in any other manner which is unbecoming a Participant.
- To conform to the standards of conduct, behavior, equality of treatment, etiquette and good manners specified in these Standards, in GBAGGF Regulations or policies or in accordance with the accepted traditions of gymnastics.

Examples of conduct falling within that paragraph are set out below but these examples are not an exclusive list and do not limit the generality of the requirements of point 3.

- Failing to report, any serious breaches of any of GBAGGF's policies or standards and not to take or threaten any action to discourage or penalize any other Member from doing so
- Condoning, or allowing to go unchallenged, any breaches of the Standards of Conduct
- Failing to display high personal standards and a favorable image that is befitting to their role in the sport
- Endangering the reputation of AGG, GBAGGF, its Members through inappropriate practices or behavior
- Failing to display moderate and responsible behavior at all times
- Failing to dress appropriately within the accepted traditions of AGG
- Consuming alcohol during participation or before participation to the extent that it may impair performance, endanger others or cause offence.
- Failing to respect the confidentiality of information provided to them concerning other Participants
- Failing to treat other Participants and others attending at any AGG event with dignity and respect
- Make offensive or abusive remarks/jokes, derogatory comments, sexist or racist comments, suggestive comments, or using unnecessary aggression or intimidation, or carrying out unwelcome flirting, sexual advances or unnecessary touching, malicious gossip or calling people by offensive nicknames
- Discriminating against an individual or group of people as a direct or indirect result of their gender, age, ethnic origin, religion, sexual orientation, disability or political persuasion
- Abusing, harassing, bullying or victimizing others
- Causing offence or intimidation through non-verbal conduct and to refrain from gestures that can be offensive

- Not to display offensive or inappropriate pictures, objects, written material (including slogans on clothing), tattoos, graffiti, flags or badges
- Questioning the decisions of officials except through accepted procedures
- Abusing any position of trust with regard to any relationships with children and or vulnerable young people
- Actions which have the intention or effect of damaging the reputation and credibility of GBAGGF or brand