

MGI- BEHAVIOUR MANAGEMENT POLICY

General. MGI is committed to continued implementation of the Behaviour Management Policy. This policy covers and applies to all Staff, Members, Volunteers and participants at MGI. All Staff, Members, Volunteers and participants are required to adhere to the policy.

Mackay Gymnastics Inc actively seeks to engage with parents and the community to ensure a positive, safe, supportive and inclusive club culture in which every athlete has the opportunity to succeed.

Mackay Gymnastics Inc works together with athletes and parents/ carers to establish fair and respectful behaviour policies and practices, based on the club's values, expected social competencies and positive peer relationships. Some athletes exhibit challenging behaviour and require additional support and interventions to address the behaviour and to develop positive behaviours.

Mackay Gymnastics Inc appreciates its diverse athlete and parent population and has measures in place to ensure all athletes enjoy the same level of access to the club's activities and programs. Our teaching and learning philosophy is important in engaging athletes in their training. Our Team Leaders work closely with all coaches to ensure athlete needs are being addressed.

Shared Rights and Responsibilities:

- Regular Attendance is expected for all training sessions.
- At Mackay Gymnastics Inc we believe that it is the right of all members of the club community to experience a safe, pleasant and supportive learning and teaching environment.
 - All members have an obligation to ensure club property is appropriately used and maintained.
 - Staff, athletes and parents/ carers have a right to be treated with respect, and enjoy an environment free from bullying (including cyber- bullying).
 - Coaches have the right to be informed, within Privacy requirements, about matters relating to athletes that may impact on their coaching and training for that athlete.

Expectation of parents and carers:

- to take an active interest in their child's gymnastics progress
- to model and reinforce positive behaviours
- to ensure their child's regular attendance
- to ensure their children are at training on time each day with their appropriate training requirements e.g. handguards
- to support the club in maintaining a safe and respectful learning environment for all athletes
- to engage in regular and constructive communication with club staff regarding their child's learning
- to ensure that their behaviours demonstrate respect for themselves, their child, their coaches and all other members of the club community (this includes all home and away competitions)
- to look after the club property and equipment
- to volunteer at club events and fundraisers when possible

Expectations of all Coaches:

- to be mindful of the physical and psychological wellbeing of each child
- to know how athletes learn and how to teach them effectively and use a range of strategies to engage athletes in effective learning
- to know the content they teach and know their athletes

- to plan and assess for effective learning
- to create and maintain safe and challenging learning environments
- to document incidents relating to the management of athlete behaviour to help inform decision making
- to participate in Professional Development opportunities to further develop skills in the area of behaviour management and other welfare related areas
- to give support to fellow staff members as required
- to inform parents (if applicable) and Team Leaders of any welfare/behavioural concerns they have about their children
- to develop Individual Behaviour Management plans for identified athletes

Expectations of the Team Leaders:

- to develop prevention and early intervention programs and strategies that contribute to a positive club culture
- to document incidents relating to the management of athlete behaviours to inform decision making.
- When concerns arise about an athlete's on going behaviour or when an athlete is displaying chronic patterns of problem behaviour, implement a targeted response to address the problem.
- to support coaches in the overall management of athlete behaviours.
- the Team Leaders may also be the Director of Coaching's representative at Athlete Support Group meetings during pre and post suspension conferences

Expectations of the Director of Coaching (DOC):

- the ultimate responsibility for decisions regarding behaviour management lies with the DOC
- to provide effective leadership to all staff to establish consistent club wide expectations, and consequences for problem behaviour, involving the reinforcement of positive social behaviours and the use of club protocols and expectations to improve athlete behaviour
- to facilitate athlete suspensions and expulsions and to ensure the Behaviour Management Policy is adhered to

For behaviour management of athletes/ staff/ parents or carers that does not require suspension or expulsion a formal meeting will be held with all parties involved and a behaviour management strategy will be produced on a case by case basis.

Suspension or Expulsion:

All athletes and staff have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment and discrimination. To achieve this, all athletes/ staff/ parents and carers will maintain high standards of behaviour.

There will be cases of unacceptable behaviour where it will be in the best interests of the Club/ community and/or the athlete involved, for the athlete to be removed from the Club for a period of time or completely. Suspension and expulsion are the options available to the DOC in these situations.

In implementing these procedures, the DOC must ensure that no athlete is discriminated against on any of the following grounds.

- Race, including colour, nationality, descent, and ethnic, ethno-religious or national origin.

- Sex.
- Marital status.
- Disability, including HIV/AIDS / COVID-19
- Homosexuality.
- Transgender.
- Age.

The DOC must also ensure that the implementation of these procedures takes into account factors such as the age, individual needs, any disability and developmental level of athletes.

The DOC must ensure that records are made and retained of any action taken in relation to the implementation of these procedures.

Suspension is not intended as a punishment. It is only one strategy for managing inappropriate behaviour within a Club's athlete welfare and discipline policies. It is most effective when it highlights the parents' responsibility for taking an active role, in partnership with the Club, to modify the inappropriate behaviour of their child. Suspension also allows time for Club personnel to plan appropriate support for the athlete to assist with successful re-entry. In the majority of athletes, suspension allows time for the athlete to reflect on their behaviour, to acknowledge and accept responsibility for the behaviours which led to the suspension, and to accept responsibility for changing their behaviour to meet the Club's expectations in the future

The DOC has the authority, consistent with the provisions of these procedures and associated documents, to suspend or expel an athlete from the Club. They will exercise this authority having regard to their responsibilities to the whole Club community and to the DOCs of procedural fairness.

The principles of procedural fairness are fundamental to the implementation of these procedures. Procedural fairness is generally recognised as having two essential elements.

These are the rights:

- to be heard, and
- the right of a person to a fair and impartial decision.

They can also apply outside of Club hours and off Club premises where there is a clear and close connection between the Club and the conduct of athletes. These include the use by a athlete of social networking sites, mobile phones and/or other technology to threaten, bully or harass another athlete or a staff member for Club related issues.

Examples of Behaviours that will result in Suspension or Expulsion (this list is not a comprehensive list):

- Is Physically Violent
- Possession of illegal substance
- Possession of a weapon
- Bullying and/or Harassment including cyber bullying

Procedure:

General principles

- In determining whether a gymnast's misbehaviour is serious enough to warrant suspension, the DOC will consider the safety, care and wellbeing of the gymnast, staff and other athletes.

- Before a suspension is imposed, with the exception of the cases outlined in dot point below or other serious instances of misbehaviour that impact on the safety or welfare of athletes or staff, the DOC will ensure that appropriate athlete welfare strategies and discipline options have been applied and documented
- In some circumstances the DOC may determine that an athlete should be suspended immediately. This will usually be due, but not limited to, reasons such as the safety of athletes or staff.
- When consideration has been given to factors such as age, disability and developmental level of athletes (amongst others), the DOC must suspend immediately and consistently with these procedures, any student who:
 - Is Physically Violent
 - Possession of an illegal substance
 - Possession of a weapon

When an inappropriate behaviour has been identified by athlete/ staff/ parent or carer an incident report form must be completed.

Parent/ carer and athlete meeting will be held with DOC and any other appropriate staff member to discuss how to manage the situation.