



ICON GYMSPORTS CHILD SAFE POLICIES  
DEVELOPED 2020



# CHILD SAFE POLICIES

## General Behaviours

*Icon Gymsports staff must:*

1. Treat all children equally regardless of gender, race, age, ability, sexual orientation or any other status.
2. Promote safety and treat everyone with fairness and respect.
3. Make sure children in the club are in a safe environment and are protected from external threats.
4. Never be in a one to one unsupervised situation with children.
5. Conduct all activities and/or discussions with children in view of other people.
6. Make sure children participating in gymnastics behave appropriately toward one another.
7. Not accept any invitations to attend private social functions at the request of a child who has participated or is participating in gymnastics.
8. Not seek unauthorised contact with children who are not family members outside gymnastics for example; babysitting.
9. Not give present/gifts to children within gymnastics (other than the awards which are a part of the Icon Gymsports program).
10. Not develop any 'special' relationships that could be seen as favouritism.

## Positive Guidance (Discipline) & Positive Coaching Techniques

*Icon Gymsports staff must:*

1. Give children information about how to participate safely in gymnastics.
2. Encourage children to feel safe and to be safe and to have positive relationships and friendships with each other.
3. Encourage children to 'have a say'.
4. Make sure that children participating in gymnastics know the rules.
5. Give positive reinforcement.
6. Not discipline a child with physical punishment.
7. Not discipline a child by any form of treatment that could be degrading, cruel, frightening or humiliating.

## Use of Language, appropriate tone of voice

1. Language and tone of voice used in the presence of children should provide clear direction, boost their confidence, encourage or affirm them not be harmful to children. In this respect, avoid language that is:
  - a. Discriminatory, racist or sexist
  - b. Derogatory, belittling or negative, e.g. calling a child a 'loser' or telling them they are 'too fat'.
  - c. Intend to threaten or frighten
  - d. Profane or sexual



e. Inappropriate

### **Use of Electronic Devices and Social Media**

*Icon Gymsports staff must:*

1. Not use their electronic devices while coaching.
2. Have all social media on the highest privacy setting.
3. Not be 'friends' with or allow any athletes, parents or guardians to 'follow' your social media account.
4. Represent the club in a positive manner through any presence they have on the internet.
5. Always ensure electronic communications go directly to parent / guardian (as opposed to the student - if they are under 18 years old).
6. Not communicate privately with a child on any form of social media or email.
7. Communicate only through official Icon channels rather than personal email/phone or social media.
8. Monitor children's use of technology during their time at Icon Gymsports to make sure they do not access inappropriate information.
9. Not post photographs of children on personal social media accounts.
10. No request children to keep the communication a secret from their parents or others.
11. Not use inappropriate language when communicating with a child.
12. Do not communicate anything that a reasonable observer could view as being of a sexual nature.

### **Photographs of Children**

*Icon Gymsports staff must:*

1. Only photograph children while involved in gymnastics and if they are appropriately dressed and posed.
2. Only photograph/video children with club owned or approved devices.
3. Not distribute images of children involved in Gymnastics to anyone outside the club.
4. Not post any images of a child on social media or elsewhere without parental permission. Please note most athletes give permission for this to occur when they sign up; anyone who has not given permission can be found on the green board in the staff room.
5. Do not communicate anything that a reasonable observer could view as being of sexual nature.

### **Physical Contact with Children**

Spotting and Shaping is an essential part of gymnastics. It is essential that it is done in a safe manner that fits the needs of the child rather than the adult.

*Icon Gymsports staff must:*

1. Seek a child's permission to spot or shape when demonstrating an activity.
2. Not allow any unnecessary physical contact with a child, e.g. massage, kisses, hugs, tickling, wrestling, adjusting a leotard, sitting on them to assist with sit-ups or stretching.



3. Not pick children up or piggy back them unless there is a serious injury. In this case consider if moving them is the correct thing to do and if it must be done ensure another adult supervises or assists.
4. Respect and respond to signs that a child is uncomfortable with physical contact.
5. Be aware of hand placement when touching a gymnast.
6. Not under any circumstances have contact with a child that involves any intimate part of their body, e.g. genitals, bottom or breast area.
7. If any accidental contact is made with a child whilst spotting, immediately apologise and let their parent / guardian and senior staff know at the end of the lesson.
8. Not put themselves in situations that could result in close physical contact with a child.
9. Not have physical contact with a child that would appear to a reasonable observer to have a sexual connotation.
10. Not engage in any form of massage with children. Rather, encourage parents to take children to see a professional for any concerns.
11. Encourage children to do their own soft tissue day to day maintenance and pre /post event management using a foam roller, tennis ball or spiky ball.
12. Select slow, progressive and prolonged stretching exercises within the comfort zone of the athlete rather than stretches that require excessive force.
13. Use stretching techniques that require minimal physical contact.
14. Not use exercises that place the coaches and gymnasts' body in close proximity and might be seen as unnecessary to the observer.
15. Not physically stretch a gymnast.

### **Change Room / Bathroom Arrangements**

1. Athletes must only get changed in designated locked toilets.
2. No athlete or staff member is permitted to use mobile phones in the bathroom area.
3. Coaches must not be alone with a child in a toilet or bathroom area.
4. Staff are not permitted to assist with personal care (dressing, toileting, etc.) when a child is at gymnastics.

### **Transporting Children**

1. Staff are not to transport children in their personal vehicles.