

## RHGC 'Three Strikes Policy'

Prior to any formal actions being taken, any gymnasts failing to follow our 'Gymnasts Code of Conduct' as specified in the 'RHGC Welcome Pack' maybe asked by their coach to sit out for a period of time during training. If this does not allow time for reconsideration of their behaviour the procedure outlined below will then be actioned.

RHGC operates a strict 'Three Strikes Policy':

- 1) Any gymnast, parent or carer failing to meet behaviour standards as set out in the appropriate 'Gymnasts/ Parents Codes of Conduct' will receive an initial verbal warning. This would involve the Head Coach/ Welfare Team recording this, in writing, in their records.
- 2) If the behaviour continues, a written warning will be issued to the person concerned/ their parents/ guardians by the Head Coach/ Welfare Team Club and/or Club Directors (as deemed appropriate by the Head Coach/ Welfare Team).
- 3) If the behaviour continues then the Head Coach/ Welfare Team will make recommendations to the Full Board of Club Directors who then may decide to suspend the person for a set period of time or in serious cases expel the person completely from the club. In the event of a parent being suspended they will be prevented from entering the building, but their gymnast will still be permitted to train.

Appeal against suspension/ expulsion must be made within 5 days to the Head Coach/Directors.

In the event of conduct deemed by the club to be excessive in the extreme, and out of the ordinary, the Head Coach/ Directors reserve the right to waive the first two strikes and take action which will have the effect of the perpetrator being excluded from the gym either for a period of time or permanently.

Please note any welfare concerns may be referred to our Welfare Team in the first instance. If any gymnast/ parent or guardian is in breach of these rules, our Welfare Team might pass on any concerns to East Midlands Regional Welfare and/or British Gymnastics Safeguarding. We are bound by law to report any concerns as we have a 'duty of care' to all our gymnasts and staff. All RHGC policies and procedures are in line with Regional Welfare and BG guidelines.

## RHGC Compliments, Concerns & Complaints Procedure

If you have specific compliments/ concerns/ or complaints with respect to the activities of the club, in the first instance you should speak with your son/daughter's coach either before or after a training session.

Please do not attempt to engage the coaching staff during training sessions. In some cases it may not be possible to catch a coach before or after the session as they may have another session to coach. In this case please go to Reception and complete a 'RHGC Meeting Request Form', as shown below. If reception is not open, there are forms on the wall that you can post into the letterbox. We will contact you by phone or email to confirm the meeting arrangements.

If after talking to the coach you remain unhappy with the response, please contact either the Head Coach or Club Directors. Thereafter, if the concerns have not been resolved to your satisfaction, it will be dealt with through the RHGC complaints procedure. Any complaints should be made in writing to Robin Hood Gymnastics Club's Board of Directors. Please note any formal communication

with RHGC must come through our official channels - the club phone number: 0115 8374180 and email: info@robinhoodgymnastics.co.uk.

Texting or calling of coach's personal numbers is discouraged and may be viewed as harassment. Inappropriate texting of coaches by gymnasts, parent/guardians or volunteers is taken very seriously by the club and may result in disciplinary action being taken. All official RHGC communications will be through official channels not from coach's personal phones.



### **RHGC Coach Meeting Request Form**

**Please kindly note that this form should only be completed if you have not been able to express/ resolve any matters via telephone or email in the first case, as you will understand our coaches are very busy – Many Thanks.**

(To be completed as part of our 'RHGC Compliments, Concerns & Complaints Procedure' which can be found in the RHGC Handbook)

When complete, please hand in to Reception FAO your coach. If Reception is not open, please post into the Black Squad Post Box on the wall in Reception – Many Thanks.

Name of Gymnast: \_\_\_\_\_

Group: \_\_\_\_\_

Name of coach you wish to request a meeting with: \_\_\_\_\_

Your contact telephone no/ email address: \_\_\_\_\_

A brief outline of why you are requesting this meeting: \_\_\_\_\_

We will contact you by phone/ email to confirm any meeting arrangements. Many Thanks, RHGC Coaching Team.