



Phoenix Gymnastics Academy

Disciplinary procedure

This Policy has been written in line with British Gymnastics guidelines and in conjunction with the Yorkshire Regional Welfare Officer. This policy also takes into consideration advice from the NSPCC child protection in sport unit and their managing challenging behaviour guidelines. In line with these guidelines behaviour has to be of extreme origin before the discipline policy comes into effect.

Phoenix Gymnastics Academy operates a three-stage disciplinary procedure in the event of breaches of its codes of conduct. In almost all cases, disciplinary action will be taken only when informal discussions have failed to resolve an issue.

1. Anyone whose behaviour breaches the relevant code of conduct will receive a verbal warning from the Head Coach. The parents (if necessary) and Welfare Officer(s) must be informed.
2. If the behaviour continues to be challenging then a written warning will be issued.
3. In extreme cases and where the written warning has no effect, the person will be suspended or expelled from the club at the discretion of the Head Coach and club Welfare officer. In the event of gross misconduct, the person may face immediate suspension or exclusion.