



SAFE  
& FAIR  
SPORT

#BETHECHANGE

# Standards and Expectations

# Standards and Expectations

## Document Control

| Version | Status | Approval Date    | Approved by (Role)               | Next Review Date |
|---------|--------|------------------|----------------------------------|------------------|
| v1.0    | Live   | 1st October 2026 | Governance & Safe Sport Director | October 2027     |

## Change History

| Version | Author | Summary of Changes                                                            | Date |
|---------|--------|-------------------------------------------------------------------------------|------|
| v1.0    |        | New document adopted by Board and supersedes previous BG Membership Rules v13 |      |

## WHAT'S INCLUDED IN THE STANDARDS AND EXPECTATIONS:

### Introduction

### Associated Policies and Guidance

### Key Definitions

### Standards and Expectations

- |                                       |    |
|---------------------------------------|----|
| 1. All Participants                   | 5  |
| 2. Coaches, Instructors and Officials | 7  |
| 3. Welfare Officers                   | 8  |
| 4. Gymnasts                           | 10 |
| 5. Parents/Carers and Guests          | 11 |

# INTRODUCTION

## Welcome to gymnastics!

At British Gymnastics (hereafter 'BG', 'Us', 'We'), we believe everyone in the gymnastics community, every child, gymnast, parent/carer, coach, welfare officer, judge, official and volunteer, plays a part in creating a safe, fun, and respectful environment. Our shared standards help everyone enjoy gymnastics while staying safe and supported.

Whether you're a gymnast, parent, coach, or guest, we ask that you treat others with kindness, follow safety rules, and speak up if something doesn't feel right. We want everyone to feel welcome and respected.

## *For Coaches, Instructors and Officials*

Coaches and officials are role models. They must be qualified, respectful, and focused on the wellbeing of gymnasts. They should never use unsafe methods or behave in ways that could cause harm or upset others.

## *For Welfare Officers*

Welfare Officers are here to help. They make sure everyone feels safe and supported. They listen, keep things confidential and act when needed.

## *For Gymnasts*

Gymnasts should be kind teammates, listen to their coaches, and speak up if something feels wrong. You are role models too—online and in person!

## *For Parents/Carers and Guests*

We love your support! Please cheer respectfully, let coaches do the coaching, and raise concerns calmly through the right channels. Your encouragement means the world.

## *Keeping everyone safe*

Safety is everyone's responsibility. If you see or hear something that worries you, please tell a coach, welfare officer, or contact BG. We take all concerns seriously.

## *Need help or have questions?*

If you're unsure about anything in this document, reach out to your club or contact the [support team at BG](#) or your Home Nation equivalent.

For information about how personal data is used and protected, please refer to the BG [Privacy Notice](#) and your club's Privacy Notice.

# ASSOCIATED POLICIES AND GUIDANCE

These Standards and Expectations should be read in conjunction with the following BG Policies, Rules and Regulations: [BG Policies and Guidance](#)

- Membership Rules for Individuals
- Registration Rules for Organisations
- Safeguarding Policy
- Health, Safety and Welfare Policy (and supporting documents)
- Criminal Record Checks Policy
- General Regulations (including the Safeguarding and Disciplinary Regulations)

## KEY DEFINITIONS

- **Gymnastics**

Used as a generic term for any form of gymnastics that is governed in any way by BG as the National Governing Body for the sport.

- **Participant**

Refers to any member, and those connected to or within the BG recognised environment including (but not limited to) gymnasts, coaches, officials, instructors, welfare officers, support and medical personnel, parents/carers and volunteers.

- **Coach**

Refers to a member who holds and is using a BG recognised coaching qualification or certification and the appropriate membership and prerequisites required to undertake their coaching activity.

- **Judge**

Refers to a member who holds and is using a BG recognised judging qualification at any level and the appropriate membership and prerequisites required to undertake their judging activity.

- **Welfare Officer**

Refers to a member who undertakes the role of Club, County, Event or Regional Welfare Officer and has the appropriate qualifications and prerequisites required to undertake this activity.

- **Instructor**

Refers to a member who holds and is using the Gymnastics Activity Instructor qualification and the appropriate membership and prerequisites required to undertake their instructing activity.

- **Parent/Carer**

Refers to any parent/carers who engages with gymnastics within a BG recognised environment, either taking an active role in a club or simply as a parent/carers of a participant.

- **Official**

Refers to an official of a BG Registered Club which could include managers, trustees, committee members or others acting in an official capacity on behalf of the club. This could also include judges, regional association representatives, others representing BG or acting in any official capacity at an event.

- **Medical or Support Personnel**

Refers to any person working within the gymnastics environment to support the gymnastics activity. This may include but is not limited to any person providing medical support, care, or advice in the gymnastics environment including doctors, physiotherapists, or other practitioners, or Sport Support Service providers, as defined in the Membership Rules for Individuals, such as choreographers, nutritionists, or strength & conditioning specialists.

- **Volunteer**

Refers to any person undertaking any volunteer role (which may be a role listed above) within the gymnastics environment, including at events and competitions.

# 1. STANDARDS AND EXPECTATIONS FOR ALL PARTICIPANTS

The following standards and expectations apply to everyone within the BG environment.

## 1.1 How we support a safe and respectful gymnastics environment:

- Always follow these standards and Speak Up if you notice something that doesn't feel right. Everyone has a role in helping create a safe and positive space, whether that is in a club, at a festival or competitions or on a course.
- If you see a serious issue or behaviour that goes against BG policies, please let your club or BG know. In some cases, it may also be important to contact the appropriate statutory agency.
- Never discourage or make someone feel uncomfortable about reporting a concern. Everyone should feel safe to speak up.
- Be a positive role model—show kindness, fairness, and responsibility in everything you do.

## 1.2 Personal conduct expectations:

To help keep gymnastics safe and enjoyable for everyone, please:

- Be mindful of your words and actions. Take care not to do or say anything that could insult, upset, or intimidate others—this includes comments, gestures, nicknames, ignoring, showing favouritism or online posts that could be perceived in a negative or harmful way.
- Ensure everyone feels safe and welcome. Do not engage in behaviour that crosses personal boundaries, is inappropriate or makes others feel uncomfortable. This includes things like unwanted attention, physical contact, inappropriate comments, conversations or actions – whether in person or online – that could cause upset, make someone feel uncomfortable or embarrass someone.
- Hold yourself to high standards and always behave in a way that others can have confidence in you to do the right thing and represent yourself in the right way – don't display any behaviour that may harm the reputation of yourself, others, your club, or BG.
- Don't use alcohol or substances before or during any gymnastics activity; the effects of alcohol or substances can seriously impair your ability, safety, decision making, and behaviour. This includes when coaching, judging, officiating, supporting, taking part or helping with equipment or transport.
- Don't smoke or vape during gymnastics activities, including whilst in your role on your premises or when attending other recognised gymnastics environments (i.e. other clubs, competitions etc.)
- Treat everyone according to their needs and with respect. No one should experience bullying, discrimination, or harassment at all.

- Do not display inappropriate images, symbols, slogans, or materials—including on clothing, personal items, or on your or somebody else’s social media. This includes not purposefully displaying things that are likely to cause offence.
- Let BG know straight away if you are arrested, cautioned, invited to be a voluntary attendee at a police interview, charged with any criminal offence, or in any way involved in an investigation related to safeguarding or child protection, or have any direct involvement in a safeguarding or child protection investigation by any statutory agency, a BG Registered Club or your employer.

### 1.3 Respecting each other at events and competitions

To help make every gymnastics event a positive experience, we ask everyone to:

- Celebrate wins and handle losses with respect, humility, and dignity. Whether it’s a great result or a tough day, showing great integrity matters.
- Treat everyone—gymnasts, coaches, volunteers, officials, and spectators—with respect. A friendly and welcoming atmosphere helps everyone enjoy the event.
- If you have concerns about an official’s decision, please use the proper channels to raise them. Let’s keep the focus on fairness and respect.
- Stay honest and fair. Never try to influence results inappropriately and avoid any kind of betting or dishonest behaviour.
- Follow the UK Anti-Doping (UKAD) rules. If UKAD asks for information, please cooperate fully to help keep our sport clean and fair.

### 1.4 Looking out for each other: Safeguarding in gymnastics

#### 1.4.1 Everyone has a role in keeping gymnastics safe.

If you’re ever worried or have concerns that a child, young person, or adult might be at risk of harm—or has already been harmed—please speak up. Depending on the nature of your concern, let your club know so they can help. If it is a more serious concern, contact BG, or reach out to the appropriate official organisation. Don’t wait—acting quickly helps protect those who need it most.

#### 1.4.2 Working together during investigations.

If BG or another official body is looking into a concern, everyone involved must cooperate fully. This means sharing any relevant information, documents,

or evidence you may have and providing statements if requested. Your support and action help ensure that concerns are handled fairly and thoroughly.

When sharing information as part of any investigation, you must ensure that only information that is relevant and necessary is shared, and that it is handled confidentially and securely in line with data protection and safeguarding requirements.

## 1.5 Misrepresentation:

Nobody should claim to represent Team GB, Great Britain, or a Home Nation Gymnastics Association (English Gymnastics, Scottish Gymnastics, Welsh Gymnastics, or Gymnastics Northern Ireland) without the express permission of the relevant body

## 2. STANDARDS AND EXPECTATIONS FOR COACHES, INSTRUCTORS AND OFFICIALS

Individual Coaches, Instructors and Officials should ensure that they conform to the above General Standards and Expectations for All, as well as these additional requirements and expectations:

### 2.1 Coaches, Instructors, and Officials: Leading with care and integrity

To help create a safe, respectful, and enjoyable environment for everyone, coaches, instructors, and officials **must**:

- Hold the right BG qualifications, memberships, credentials and any required checks for their role, making sure they are always kept up to date, and only coach within the areas they're qualified for.
- Be honest about their qualifications, membership status, and professional role in gymnastics.
- Dress in a way that's safe and appropriate for their role, including when taking part in competitions or events.
- Not use mobile phones whilst undertaking their coaching role, including using the mobile phone to take photos or videos, unless it is specifically being used as a training aid to support gymnasts' development.
- Not take part in or allow others to take part in gymnastics activities if they are currently suspended or restricted by BG, the Gymnastics Ethics Foundation<sup>1</sup>, or any official organisation.
- Help create a positive and healthy atmosphere by avoiding and challenging any negative, insulting, or abusive behaviour or conversations about colleagues, gymnasts, or their families. If you are uncomfortable to challenge the situation personally, please let the Welfare Officer, club management or competition organiser know so they can assist.
- Put the wellbeing, safety, and enjoyment of gymnasts at the heart of everything they do. Coaches must never intimidate or belittle gymnasts, or anyone else in the gymnastics environment.
- Make sure all coaching and instruction is safe and suitable for the gymnast's age, ability, and stage of development.
- Not carry out any practices that may harm a gymnast's physical, emotional, or mental wellbeing—such as weighing gymnasts (unless you are qualified and have the consent of the gymnast and their parent/carer where appropriate), using unsafe training methods (e.g. unsafe stretching), inappropriate training hours that could cause issues with academic education, personal time with

family or holidays, or restricting access to food or water. Further detail of relevant policies and guidance can be found [here](#).

- **Always** act with integrity. Never encourage or support actions that break competition rules or give an unfair advantage.
- Only coach or instruct a gymnast with the agreement of their main coach or club. If a gymnast or their parent/carer asks for extra coaching, this should be considered fairly, with the gymnast's safety in mind. Being part of a squad (like regional or national) means they will be coached by others too.
- Talk with the gymnast's primary coach and club before starting any training with someone from another club—even if it's in a different discipline.

<sup>1</sup> *The Gymnastics Ethics Foundation* is the independent safeguarding and ethical practice function of World Gymnastics.

## 2.2 Confidentiality

Coaches, Instructors and Officials **must**:

- Respect the confidentiality of all participants and any information shared with them, subject to any requirement to share for safeguarding purposes.
- Not discuss the performance of any participant within earshot of others in and out of competition.

## 2.3 Safeguarding: Acting with integrity and responsibility

Coaches, Instructors and Officials **must**:

- Use their position of trust responsibly. Never take advantage of a role where there's a power imbalance—everyone deserves to feel safe and respected.
- Never treat someone unfairly or negatively because they've raised a concern or made a complaint—even if you believe the concern wasn't made in good faith. Everyone has the right to speak up without fear.
- Inform BG immediately if you are convicted of a criminal offence.
- Follow BG Safe Recruitment practices, including completing a Criminal Record Check (such as DBS, PVG, or Access NI) if it's required for your role.

Any information shared with BG in relation to criminal matters or safeguarding concerns will be handled confidentially, securely and only by those with a legitimate need to know, in accordance with data protection and safeguarding obligations.

# 3. STANDARDS AND EXPECTATIONS FOR WELFARE OFFICERS

All Welfare Officers, including Club, County, Regional, and Event Welfare Officers, should ensure that they conform to all the above Standards and Expectations for All Participants, as well as following these additional requirements and expectations.

## 3.1 Personal behaviours: Supporting a safe and positive environment

Welfare Officers play a vital role in making gymnastics a safe and welcoming space for everyone. To do this well, you **must**:

- Hold the appropriate BG recognised qualification, credentials, meet any required checks, and have the right membership for your role.
- Be a source of support and encouragement—helping gymnasts and coaches feel safe, confident, and able to be their best.
- Stay independent in your role. To prevent any conflicts of interest, you can't also be the Head Coach, a senior coach or manager where that management role has responsibility for, or line management of, any of the coaching team, or closely connected (such as being related to or living with someone in those roles). If your role does include a senior management position, there must be one or more additional independent Welfare Officers to ensure impartiality can be maintained.
- Make sure no one takes part in gymnastics activities if they're currently suspended or restricted by BG, the Gymnastics Ethics Foundation, or any official organisation.
- Help create a positive and respectful environment by not taking part in or allowing any negative, insulting, or abusive behaviour or conversations about gymnasts, families, coaches, colleagues or anyone else in the gymnastics environment.
- Inform BG immediately if you are convicted of a criminal offence.
- Follow BG Safe Recruitment practices, including completing a Criminal Record Check (such as DBS, PVG, or Access NI) if it's required for your role.

### 3.2 Respecting privacy and handling concerns with care

Welfare Officers play a key role in supporting others, and part of that is handling sensitive information responsibly. To do this, you should always:

- Respect the privacy of everyone involved. Any information shared with you should be kept confidential—unless it needs to be shared to keep someone safe.
- Only talk about concerns raised by participants when it's necessary for safeguarding or part of an investigation.
- Keep clear and secure records of any concerns that are shared with you and follow up appropriately.
- Share information only when it is necessary to do so and only with those who genuinely need to know, and always with care and professionalism.

### 3.3 Safeguarding: Helping keep everyone safe

Welfare Officers are key to making sure clubs are safe, supportive, and ready to respond when someone needs help. To do this well, you **must**:

- Work with the club to put clear safeguarding policies and plans in place, so everyone knows how to stay safe and what to do if something goes wrong.
- Be the go-to person for staff, volunteers, gymnasts, and parents/carers when there are concerns about safety, poor practice, or possible abuse. It's important that everyone knows who their Welfare Officer is, how to contact you, and how to report a concern.

- Make sure that any safeguarding concerns are properly recorded, reported, and passed on in line with BG guidelines.
- Keep up-to-date contact details for local safeguarding services, including Children's Social Care, the Police, and Local Authority Safeguarding Panels, so they can act quickly if needed.

## 4. STANDARDS AND EXPECTATIONS FOR GYMNASTS

Individual gymnasts should ensure that they conform to the above Standards and Expectations for All Participants, as well as following these additional requirements and expectations.

### 4.1 Personal behaviour: Being a positive gymnast and supporting each other

Gymnasts are role models in and out of the gym. To help create a respectful and supportive environment, gymnasts are expected to:

- Treat fellow gymnasts, coaches, club staff and volunteers with kindness and respect. Your relationships with other members of your class or club should never affect the wider training environment or how others feel.
- Not be involved in and speak up against any negative, insulting, or hurtful comments or behaviour—whether it's about coaches, other gymnasts, their families, or anyone in the gymnastics environment.
- Talk to a trusted adult or your Club Welfare Officer if something doesn't feel right. They're there to help and support you.
- Listen to your coaches and follow their guidance during training, events or competitions. If you have concerns or disagreements, talk about them calmly outside of the session. If it would help you to have some support for these types of conversations, it's a good idea to ask the club's Welfare Officer or another trusted adult to come with you.
- Take instructions seriously during training, events and competitions—ignoring them can affect your safety and progress.
- Wear clothing that's safe and suitable for training or competition, following any dress guidelines that apply. This includes removing jewellery and making sure your hair is tied up if needed.
- Don't use your mobile phone whilst doing gymnastics, including in the changing room, whilst getting a drink or in a break area, unless your coach has specifically asked you to use it to help with your development or celebrating your success.
- Work together with your coaches, judges, and support staff as a team. Share your goals and plans so everyone is on the same page.
- Remember that others may look up to you. Whether in person or online, make sure your behaviour and posts reflect the kind of role model you want to be.

## 4.2 Safeguarding: Helping keep everyone safe

You play a huge part in creating and maintaining a safe and supportive environment for you, your teammates, your coaches and the rest of your club. To play your part you should:

- Take time to understand the club and BG safeguarding policies and who your Welfare Officer is so you know how to stay safe and what to do if something goes wrong.
- Be kind if someone else is finding things hard or tells you about a concern. It isn't your job to deal with it or solve it, but you can support them in talking to the Welfare Officer or their coach so they can get some help or feel better.
- Inform BG immediately if you are convicted of a criminal offence.

## 5. STANDARDS AND EXPECTATIONS FOR PARENTS/CARERS AND GUESTS

Parent(s)/Carer(s) and other Guests in the gymnastics environment should ensure that they conform to the above Standards and Expectations for All Participants, as well as following these additional requirements and expectations. They should also be sharing age-appropriate information about Standards and Expectations for Gymnasts with their children if they are not old enough to understand them independently.

### 5.1 Personal behaviour: Supporting a positive gymnastics experience

Parents, carers, and guests are an important part of the gymnastics community. To help create a safe and encouraging environment for everyone, we ask that you:

- Cheer your gymnast on by offering support, encouragement, and helping them stay fuelled, hydrated and focused for training and competitions.
- Take some time to get familiar with your club and BG policies and procedures—especially how to raise any concerns if something doesn't feel right.
- If you have a question or concern, please share them through the proper channels, and do so with kindness and respect.
- Leave the coaching to the coaches. Don't give instructions or feedback from the sidelines so your child can stay focused and confident.
- Try not to distract or guide your child during training unless a coach specifically asks for your help. Doing so could compromise the safety of your child or others. This also includes being mindful of any accidental distraction when you are entering or leaving the club or a competition.
- Please be respectful in your use of a mobile phone or other electronic devices in any gymnastics environment, whether that is taking/making calls, playing music or particularly where using it for photos or videos of your child which may also include other people's children, other club attendees or coaches.
- Don't compare your child's progress or development with other gymnasts – everyone develops at their own pace, and the coaches are there to help, direct and guide your child to achieve their best in their own time.

- Don't approach or confront coaches or officials during training sessions or events unless you believe there is an imminent safeguarding or safety risk. If something needs to be discussed, there will be a better time and place.
- Help maintain a positive atmosphere by not taking part in or encouraging any negative, insulting, or hurtful comments about anyone, including coaches, gymnasts, officials, support staff, or their families.
- Talk with your gymnast's coach and the club before trialling or starting any training with another coach or at another club—even if it's in a different discipline.
- Let your club know straight away if you are arrested, cautioned, asked to attend a police interview, charged with any criminal offence, or in any way involved in an investigation related to safeguarding or child protection, or have any direct involvement in a safeguarding or child protection investigation by any statutory agency or your employer. They will need to discuss it with BG.
- Inform your club immediately if you are convicted of a criminal offence.