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# MITCHAM RHYTHMIC GYMNASTIC CLUB INC.

PO Box 14 Highgate SA 5063

Website: [www.mitcam.gymnastics.org.au](http://www.mitcam.gymnastics.org.au)

Email: [mitcamrgc@gmail.com](mailto:mitcamrgc@gmail.com)



## MITCHAM RHYTHMIC GYMNASTIC CLUB 2026 AGREEMENT FOR SQUAD GYMNASTS

### SECTION A – JOINING PROCEDURES FOR NEW SQUAD MEMBERS

- Gymnasts will be invited to join a particular squad after suitable trials or assessments. Initially the invitation will be for 1 term only.
- If the 1<sup>st</sup> term's squad enrolment is deemed successful for all parties the gymnast at the discretion of the Squad Coaches and Squad Manager will be offered a continued position in the squad.

### SECTION B – SQUAD GYMNAST CODE OF CONDUCT

Squad gymnasts agree to follow the Code of Conduct outlined below as a condition of participation in squad training and competition.

#### B-1 Safety, Wellbeing and Respect

- Treat all coaches, officials, volunteers, club members and fellow gymnasts with respect.
- Support and encourage your teammates. Use supportive and positive language in training, competition, and online environments.
- Prioritise the physical, emotional, and psychological safety of yourself and others.
- Respect individual differences and uphold an inclusive environment for all participants.
- Follow injury management and return-to-training guidance provided by coaches or health professionals.
- Avoid behaviours that may cause harm or risk to yourself, others, equipment, or the training environment.

#### B-2 Integrity and Good Conduct in Sport

- Follow the policies of Gymnastics Australia, coach instructions, competition regulations, and club policies.
- Recognise that participation in community sport is about enjoyment, development, and teamwork, not just winning.
- Show good sportsmanship, including accepting judges' and officials' decisions respectfully, even when you disagree. Be accountable for your actions on and off the field.
- Understand the club has a zero-tolerance approach to bullying, harassment, discrimination, illicit drugs, or performance-enhancing substances.

- Use social media responsibly and avoid posts that may harm the club, teammates, coaches, or the sport.

### **B-3 Commitment and Team Culture**

- Attend training consistently and arrive prepared to participate fully.
- Maintain a focused and positive attitude, and work independently towards learning and skill development.
- Support teammates and contribute to a safe, respectful, and encouraging team culture.
- Respect club facilities, equipment, and hired venues, and use them responsibly.
- Follow club requirements regarding uniforms, competition expectations, and behaviour when representing the club.
- Comply with relevant club policies, including the Hot Weather Policy, Training and Competition Attire Policy, and Fee Policy and Schedule.

### **Reference**

Our Code of Conduct is based on the guidelines supplied by “Play by the Rules”, a collaboration between the Sport Integrity Australia, the Australian Sports Commission, Australian Human Rights Commission, the eSafety Commissioner and every state and territory sport and recreation department and human rights agency. The template for our Code of Conduct can be found here: <https://www.playbytherules.net.au/templates/player-code-conduct>

## **SECTION C – PARENT AND CAREGIVER CODE OF CONDUCT**

Parents and caregivers agree to support a safe, respectful, and positive environment for all participants by adhering to the expectations below.

### **C-1 Support Your Child’s Participation**

- Take an active interest in your child’s experience in the sport and maintain open communication with them.
- Stay informed about relevant club policies, including child safety, wellbeing, and communication guidelines.
- Engage constructively with coaches and the club when clarification or discussion is needed. Refer to and respect the procedures for interacting with coaches.
- Monitor and guide your child’s use of online platforms associated with the club.
- If your child raises a concern, listen, respond supportively, and seek appropriate guidance from the club.
- Where possible, contribute to the club community through volunteering.

## **C-2 Promote Safety and Inclusion**

- Prioritise the physical, emotional, and psychological safety of all children within the club.
- Treat every participant, parent, volunteer, and staff member with respect and inclusion, regardless of background or identity.
- Remain in designated spectator and waiting areas unless invited or authorised to assist.
- Raise any concerns regarding behaviour or safety through appropriate club channels.

## **C-3 Uphold Integrity in Sport**

- Respect coaching decisions and officials' rulings, whether in training or competition.
- Encourage effort, learning, participation, and enjoyment over outcomes or results.
- Support a positive sporting environment free from harassment, bullying, or discrimination.

## **C-4 Model Positive Behaviour**

- Communicate in a respectful manner with coaches, officials, gymnasts, and other parents.
- Provide constructive encouragement to your child and others, both during and after training or competition.
- Understand that your conduct, including online behaviour, reflects on the club community.
- Encourage fair play and positive support for all participants, regardless of team or level.

## **Reference**

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## **SECTION D – TRAINING PROCEDURES**

- Training hours and fees will be according to the particular squad's current schedule as supplied.
- Any absences from term training other than by reason of illness or injury require permission.
- All absences from term training must be reported to the relevant Squad Manager who will advise the coach accordingly. In the case of minor gymnasts, the responsible parent shall report such absences to the Squad Manager.
- Gymnasts are to arrive 10-15 minutes prior to the commencement of the session to help with set up and ensure they are ready to commence warm-up at the beginning of the session.
- Gymnasts and their parents/caregivers are required to help with the set-up & set-down of the gymnasium.
- All minors must be dropped off and collected from inside the Gymnasium.
- Once hand over to the coach has occurred the coach assumes the responsibility of care for the gymnast.
- Parents/caregivers and siblings are not permitted to stay and watch the training sessions other than 10 minutes at the beginning and end of each session.
- Gymnasts are required to bring their own drink bottle containing water.
- Squad gymnasts are encouraged to supply their own equipment (other than for multiples competition). This equipment must be approved by the coach or Squad Manager to ensure correct/suitable type and size.
- All squad gymnasts are expected to attend school holiday training sessions.
- Documented Emergency Procedure/Evacuation Procedures will be instigated by the Senior Accredited Coach with the assistance of any Club Officials present as required.

## **SECTION E – INJURY AND ILLNESS REPORTING PROCEDURES**

- **Reporting Temporary Absence due to Illness, School Events or Minor Injuries**  
A temporary absence (typically up to 3 sessions) should be reported to the Squad Manager via your squad's WhatsApp group chat, giving as much notice as possible. The Squad Manager will notify coaches and liaise between coaches and the parent/caregiver if further information is required.
- **New or Worsening Injuries**  
Any new or worsening injury or soreness experienced before the start of a training session should be reported to the Squad Manager or coach prior to the commencement of the session.
- **Injuries and Illness Experienced During Training**  
If injury/illness occurs during a training session, appropriate first aid procedures will be instigated by the Accredited Coach/First Aid Officer present.
- **Ongoing Injuries**  
If an injury is ongoing and impacts a gymnast's ability to train normally (typically for more than 3

sessions) or to participate in an event or competition, a written report from the treating medical professional will be required. This will need to state the date of assessment, the nature of the injury, any adjustments to training required and exercises to be avoided and when appropriate a medical clearance to resume full training. The club reserves the right to suspend any squad gymnast from training until a satisfactory medical report/clearance is provided.

## **SECTION F – COMMUNICATION PROCEDURES FOR OTHER MATTERS**

- **Emergency Situations**

In the case of an emergency situation at a training session or event, the parent/caregiver should approach a coach or club official immediately to bring the situation to their attention and to assist if requested.

- **Refrain from Direct Contact Outside of the Training Venue**

Gymnasts, parents and caregivers are not to contact coaches outside the training venues unless through official channels such as the club email, or unless prior permission has been given by the Squad Manager or in their absence, their representative. Failure to adhere to this provision may result in a breach of the Parent/Caregiver code of conduct.

- **Changes of Gymnast Information, Including Medical Conditions**

Any changes to gymnast information contained on the enrolment form, in particular medical conditions and/or medication, must be given to the relevant Squad Manager or club official present as soon as possible. The information will be passed on to the coaches who can request a discussion with the parent/caregiver and/or gymnast if required. The Squad Manager may request medical clearance to train and/or compete where necessary.

- **Training Schedules Adjustments, Coaching Methodology, Participation in Activities, and other Coaching Related Issues**

Any parent/caregiver who wishes to speak with a coach on these matters should use one of the following options:

- The preferred method is to email the club at [mitchamrgc@gmail.com](mailto:mitchamrgc@gmail.com) with the details of the concern. The Head Coach will then review the matter and take appropriate action. This could be to respond directly, arrange a meeting, delegate to a Squad Manager or another coach, or refer to the committee for handling.
- If the parent/caregiver seeks an in-person meeting with the coach, they should contact the Squad Manager-or in their absence club official present to make arrangements.
- If circumstances allow, the parent/caregiver may approach the coach directly, before or after a training session, provided the following guidelines are adhered to:
  - This option should only be used for minor matters.
  - The parent/caregiver should first ask if the coach is available to speak. For example, “Are you free now for me to ask a question”?
  - Respect if the coach states that they are not currently available. Parents/ Caregivers should appreciate that the coaches have a busy schedule, and a duty of care to monitor and respond to gymnast needs. Any interruption can compromise this duty.

- If the coach states that they are not available to talk, the matter should be pursued with one of the methods of communication listed above.
  - Respect the coach's decision to take any matter away for further consideration and not respond immediately.
  - Do not allow the matter to become heated or contested. If the parent/caregiver does not agree with the coach's response, or any topic becomes disputed, the discussion should end immediately and the parent/caregiver should address the issue in an email to the club. Failure to adhere to this provision will result in a breach of the Parent/Caregiver code of conduct.
- **Other Concerns Regarding Membership of the Squad**  
If a parent/caregiver has any other concern with regards to their gymnast's membership in the squad they should bring it to the attention of the Squad Manager as soon as possible. A meeting can be arranged for the necessary parties to discuss the concern. If a resolution is unable to be agreed upon it will be brought to the attention of the Management Committee who will meet with all parties to make a decision regarding any necessary action.
  - **Issues Regarding Gymnast Safety and Wellbeing**  
If a parent/caregiver has a concern with regards to their gymnast's safety or wellbeing they must bring it to the attention of the Child Safe Officer as soon as possible (or in their absence, the Member Protection Information Officer (MPIO) or the Management Committee). The relevant club official will provide advice on what actions should be taken next.
  - **Complaints, Disputes or Other Concerns**  
If a parent/caregiver has a complaint, a dispute with another club member, or any other concern they should bring it to the attention of the Child Safe Officer, the Member Protection Information Officer, and/or the Complaints Officer as soon as possible (or in their absence, the Management Committee). The relevant club official will provide advice on what actions should be taken next.

## **SECTION G – WORKING WITH CHILDREN CHECK AND PARENT ASSISTANCE AT COMPETITIONS**

- At least one parent/guardian of all squad gymnasts is required to provide Mitcham RG Club with a current working with children check (WWCC). The Club is able to initiate the process for this to be obtained on request at no cost. A valid WWCC is required for parents to assist in volunteer roles within the Club and at other events/competitions.
- Gymnasts will be invited to participate in South Australian invitational events and state competitions/qualifying events as relevant.
- Squad parents will be rostered on approximately once a term to assist with set up and check-in at Friday night recreational stream classes.
- Parent help is essential to facilitate the smooth running of invitational events and competitions. **If your daughter is competing parents will be expected to volunteer in some capacity at one or more events during the year.** The Mitcham RG Club will allocate parents to volunteer roles at these events as required.

## **SECTION H – INTERSTATE TRAINING AND COMPETITION PROCEDURES**

- Any Mitcham RG Club registered gymnast who wishes to attend a gymnastic based activity at another club or program or with a coach or teacher not engaged by Mitcham RG Club requires prior written permission from the Squad Coach and Manager.
- Squad gymnasts in the high performance stream are encouraged to attend interstate training camps and competitions as deemed appropriate by the coaches.
- Any Mitcham RG Club registered gymnast who wishes to attend a gymnastic training camp or competition outside of Mitcham RG Club requires prior written permission from the Squad Coach and Manager.

## **SECTION I – BREACHES OF AGREEMENT/TERMINATION**

- The Squad Manager and Squad Coaches reserve the right to suspend training for any squad gymnasts not abiding by the above procedures. A meeting between the gymnast, parent/ caregiver, Squad Manager, and/or Child Safe Officer and if necessary coach will then take place. The Squad Manager and Squad Coaches have the right to permanently remove a squad gymnast not abiding by the above procedures after their second warning.
- As per the Rules (Constitution) of the Mitcham Rhythmic Gymnastic Club Inc. 3.8 Suspension or Expulsion.

“Subject to giving a member an opportunity to be heard or to make a written submission, the Committee may resolve to suspend or expel a member upon a charge of conduct detrimental to the interests of the Club.”

- All disciplinary processes will be conducted in a fair and reasonable manner and follow due process in accordance with the club Constitution.
- The club reserves the right to suspend training for any squad gymnasts whose fees are not paid by the required date, unless prior permission/extension has been granted by the Treasurer. The gymnast will be entitled to resume training once these fees are paid.
- The club may withdraw a gymnast from squad for reasons of failure to pay fees. In this instance a verbal and written warning will be issued prior to such withdrawal.
- Should a parent/caregiver wish to withdraw a gymnast from squad other than for reasons of serious illness or injury they must give a minimum of 1 term’s notice in writing. Failure to do so may incur payment of 1 term’s fees in lieu of notice.
- Appeals against the result of any disciplinary actions can be raised through the club’s Dispute Handling Policy.

## **SECTION J – BREACH OF CODE OF CONDUCT PROCEDURES**

If the gymnast or parent/caregiver breaches the respective code of conduct, the club will take the following steps:

Step 1: Educative response – the gymnast or parent/caregiver will be reminded of the expected behaviours and how their behaviours breached the code of conduct. They will be asked to review the policies and be directed towards relevant education as warranted.

Step 2: Written warning – A formal letter (warning) will be provided to the the gymnast or parent/ caregiver, detailing the breach and any required corrective actions.

Step 3: Disciplinary action – Our organisation will explore the imposition of a suspension or termination under the rules of our club/league constitution or related policies. This may involve a period of time during which the parent/caregiver will be requested to minimize their presence at the gymnasium and/or club events.

The Management Committee is responsible for managing breaches of this code of conduct. Appeals can be initiated through the club’s Dispute Handling Policy.

**SECTION K – INTELLECTUAL PROPERTY**

- Gymnasts & parent/caregivers are advised that should a gymnast leave the club the routines and music remain the intellectual property of the club and may not be used by the gymnast once they have left the Club, unless written permission has been granted by the Squad Coaches and/or Club President.

**AGREEMENT**

This agreement has been formulated and approved by the Management Committee of the Mitcham Rhythmic Gymnastic Club as at January 2026.

We.....(name of gymnast & parent)

hereby confirm we will abide by the terms of the 2026 Squad Agreement

.....  
Gymnast’s Signature                      Date                      Parent’s Signature                      Date