



**Sherburn Community
Gymnastics Club Ltd**

**Charity Number -
1190087**

Members Handbook

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About Sherburn Community Gymnastics Club

Firstly, **WELCOME** to Sherburn Community Gymnastics Club.

The Club has been running since 2007 in Sherburn in Elmet. When the Directors of the Club investigated what sports clubs were running in the area and realised these were very limited. Following meetings with Sports Development Officers for Selby and North Yorkshire, the Club was created. The Club started with 1 coach and a handful of volunteers, we now have over 10 coaches, a welfare team and an administration team. In 2013, the Club was asked to take over the running of Barlby Gymnastics Club and they were folding due to the gymnastics instructor moving away, so affiliated with them to allow the gymnasts to continue training.

We are a grass roots club whose sole aim is to provide opportunities for every participant to grow, learn and enhance themselves physically, socially, psychologically and emotionally. The participant is at the centre of their own learning!

Since the Club set up, we had always trained at Sherburn High School and Barlby High School, following the merge, in 2013. The Club grew as did our waiting lists so we took the decision to look for a new custom fitted facility which would allow us to continue to coach gymnastics but for more people. Luckily in 2017 we managed to secure our unit at Sherburn in Elmet and amalgamated both hubs into one. With a team of coaches, family members, gymnasts and volunteers collectively working over 500 hours we cleaned and kitted out our new home. We are now at Units 8 & 9 Blackburn Estate, Off Enterprise Way, Sherburn in Elmet, LS25 6NF.

The Club has gained the Club Mark accreditation twice (equivalent to Investors in People Award), which means that it is recognised by British Gymnastics and their partners as a safe, effective and child friendly club. In 2020 we were luckily enough to be granted Charity Status for all our hard work within the community and surrounding areas, a massive achievement.

At the Club, we have standards which all who are a members are expected to achieve. The Club expects all members to show commitment in all aspects of their time with us. This commitment is to the goals the gymnasts and coaches set themselves which helps them achieve their dreams.

The coaching team will commit to being open and honest and endeavour to build a trusting relationship with all the gymnasts, parents and other staff members. The Board Members will take the responsibility for the strategic development and governance of the Club.

The coaches are all responsible to provide a challenging gymnastics environment for the gymnasts, setting them appropriate goals specifically to each gymnast. Each coach will continually look to improve their coaching skills through professional development.

All gymnasts will be responsible and will take ownership of their behaviour, in the gym and outside. It is the gymnasts' responsibility to ensure that they attend lessons on time and show excellent commitment to their training. It is also the responsibility of their parents to ensure that they attend the classes in a positive manner with the appropriate attire which will enhance their mind set to participate.

It is the responsibility of all to ensure that we encourage each participant to strive for excellence, challenging them at every opportunity to achieve a goal.

As the gymnasts grow it is the expectation that they also take on their own personal responsibility for growth whilst they are maturing.

About the Board of Directors

Sherburn Community Gymnastics Club's Board of Directors is a team of people who have shown commitment to the Club and are from diverse backgrounds bringing lots of different skills into the Club. Backgrounds in project management, teaching, engineering, zoology, home management and finance. A full list of our Directors can be found on the Club website and in the main training facility on the notice boards.

The Staff at Sherburn Community Gymnastics Club

Sherburn Community Gymnastics Club has a team of coaches supported by a pool of administration and facilities staff. The senior management team, comprising of the Director of Gymnastics and Head of Disciplines, will provide the day to day management of the Club. A full list of staff is displayed on the notice boards around the main training facility and on the Club website, with the Club contact email.

All staff members are DBS checked and trained in Safeguarding and Protecting children and vulnerable adults. Some coaches also have 'Time to Listen' welfare training which will enable them to protect the gymnasts at every opportunity. In addition to this we have a pool of coaches and staff who are First Aid trained and are Mental Health First Aiders.

Class Information

Do parents have to stay on site?

Parents of gymnasts who are 8 years or younger will need to stay close by but do not need to be on the site. If your child is not toilet trained, it will be expected that you take your child to the toilet before the session starts, this is not the responsibility of

the coach. If your child has a condition or illness that means they need the toilet regularly, you must stay within the facility to ensure your child's needs are met.

Due to Health and Safety, we need to restrict the disruption to class as much as possible. As such, parents are not allowed to stand in the gym but will be allowed in the viewing area.

Parents of gymnasts less than 8 years old are reminded to check their child has been to the toilet before class. Gymnasts between the ages of 5 and 10 years old are sent to the toilet in pairs (using a buddy system) without an adult, but no participant will be allowed to leave the gym without a coach's permission. Parents of Pre-School children are asked to stay on the site in case their child needs the toilet during the session.

If an older gymnast chooses to leave the gym without permission of a coach, this will be deemed as a breach of the codes of conduct and will be dealt with appropriately. This is classed as a serious matter.

Medical Conditions and Disabilities.

Some medical conditions require a parent/carer to stay at the session in case administration of the medication is required, eg epipen. Any medical condition must be disclosed on the registration form and parents will be expected to have a meeting with the Head Coach, Welfare Officer and the gymnast's Coach so that an appropriate plan can be put in place. Gymnasts with the condition of Downs Syndrome will require atlanto-atlas screening prior to starting the class and the Club will need to be supplied with a letter confirming the gymnast General Practitioner is happy for the gymnast to participate in the sport.

We are aware that due to changes in jobs or shift patterns that it may be necessary to move a participant(s) between classes. The Club will endeavour to arrange these changes around parental working commitments whenever possible; however, we are unable to guarantee that this can happen at every request due to safety of the gymnasts and class sizes.

If this Club is unable to swap the class, we will place the gymnast on a waiting list and it will be the parent/guardian's choice whether they choose to continue bringing the child whilst on the preferred class' waiting list. Current gymnast will have priority over new gymnasts into the Club for spaces which may come available.

Clothing

All gymnasts work in bare feet, wearing leotards and shorts/leggings and t-shirts. Other items such as jeans, skirts, school wear, combat trousers or fancy-dress outfits are not

suitable for any part of the session. Unless prior arrangement or special occasion which is pre-arranged by the Club, eg halloween.

We will accept that any child who has just started gymnastics classes will not always want to purchase specific kit until they know they enjoy the sport. With this being the case, there will be a 4 month window to allow the gymnast to buy kit. After this time, all gymnasts, whether boy or girl, will be expected to wear a leotard and shorts. This is to ensure that when handling a gymnast, it is done in a safe and secure way, ensuring that their safety remains at the forefront of every activity.

Verruca's should always be covered by a waterproof coating and a plaster, which is to be supplied by the parent. Without this the gymnasts are unable to train due to safety. Socks are not a suitable cover for these as they will likely slip on the apparatus. All piercings, jewellery and watches are expected to be removed before the start of the class and handed to a parent. It is not the Coaches or the Club's responsibility to look after any valuables. Any items of value brought into any area of the facility are done so at their owner's risk as we cannot accept liability for any personal belonging left or damaged on site.

Although we cannot accept responsibility for any property which is lost in the facility, any property which is found will be kept in a safe place within the office. Staff will then be able to look through when there has been property identified as lost and a description has been given. Any property which is in this safe place on the last day of the month will be donated to the local charity shop, even if it is found the day before. So, if you can please ensure the gymnasts take all their belonging home. The exception to this is the squad training gymnasts who have their own designated squares for their gymnastics equipment. However, they should still not leave valuables in the gym.

Dropping Off and Collecting the Participants

Parents/guardians are responsible for their children until handed over to a coach at the start of the class. No child is to be left before the start of the class without a prior written agreement with the Head Coach. This is due to health and safety issues. If a gymnast has been dropped early and left the Club will contact the parent as soon as they are aware and insist they are collected until the beginning of the session.

Gymnasts must be collected from inside the facility by their parent/guardian and under no circumstances will the gymnast be allowed to leave the gym unaccompanied.

Parents/guardians will be expected to collect their children on time. If you know you are going to be late collecting your child, a telephone call must be made to the Club. Our contact number is on a foot note on the bottom of this Membership Handbook and I would request all parents save the number into their mobile telephones. Parents who are more than 15 minutes late in collecting their child will be charged £10 unless in exceptional circumstances. Parents that are regularly late in collecting their child will be asked to attend

a meeting with the coaches and can result in your child being asked to leave the Club. This is in line with the Health and Safety Procedures of the Club.

Please be aware that the supervision of children not participating in the gymnastics sessions is the sole responsibility of the parent/guardian. Children within the facility must be supervised at all times by their parents/guardians if not currently in one of their training sessions. The Club will not accept any liability for injury caused to children in public areas as. Under no circumstances will children who are not attending a class be allowed to participate in gymnastics or use the equipment in any way. This is in line with the insurance policy that the Club has made with British Gymnastics.

Speaking to the Coach

You must not try to speak with a coach whilst they are actively coaching due to their attention being taken away from the gymnast and aimed at the parent. If you need to speak to a coach, please arrange an appointment with them through the Administration Staff or Head Coach at a conveniently mutual time.

Coach telephone numbers are not permitted to be given out to individuals; however, there are contact numbers available to speak to the Discipline Heads or Welfare Officers. If they are unable to answer your call, please leave your name and number on a message and they will call you back when they are available.

As car parking is limited, coaches will share lifts whenever possible and will be parked in the nominated spaces. The remainder of the car park is limited so please park responsibly and please be aware that cars are parked at their owner's risk. Any parents parking within a staff parking space will be asked to attend a meeting in the first instance and in the second instance they will be fined £10 (the fine will then be passed to the Fund Raising Committee to place in Club Funds). Repeated failure to follow this rule will result in the gymnast being asked to leave the club. Parking is not permitted outside other units unless after 5.30pm or on a weekend, which is outside the normal working day. If a complaint is received from a neighbouring company for parking in their spaces, the parent will be identified and dealt with as above. This is for the safety of everyone.

Children must always remain next to their parent in the car park as the units surrounding us use heavy machinery and children are very difficult to see. So PLEASE ensure your children hold your hand walking too and from the car.

Discipline

The facility is a centre with lots of participants and people coming and going. In order to maintain a safe environment, it is important that all people within the facility follow the instructions of the staff. For example, gymnasts who 'mess about' or attempt to perform

skills which they have not being asked to do will present a real danger to both themselves and others around them.

With this in mind, the Club works on a three-strike policy. If there are repeated instances of misbehaviour or a serious incident of misconduct, the gymnast will receive a first warning and sit out the rest of the class. Continued misconduct will result in a verbal warning with their parent/guardian about the gymnast's behaviour. If the behaviour still continues to be poor after the second warning, gymnasts will be asked to leave the Club. This is detailed more in the Codes of Conduct listed later in the handbook.

What are the Different Types of Gymnastics on Offer?

Sherburn Community Gymnastics Club provides gymnastics class in the following areas, starting from recreational to competition classes.

Fun for Babies

In this class, the babies from 8 weeks old to confidently walking and independent will explore the gym and the equipment. Looking specifically at balance, muscle movement, confidence, coordination. It is also an opportunity to make bonds and friendships with other children and their parents. This is a structured class with a gymnastics coach.

Parents and Tots

In this class, the toddlers are allowed to explore the gym with the help of their parents/guardians/carers. At all times, the toddlers will be the responsibility of the parents/guardians/carers. This is not a structured class. To ensure that the Club remains in line with the insurance policy, two staff members will be present during this class to ensure the safety of all those involved. Although they are present, it is not the coach's responsibility to direct or teach any specific skill. In the instance of a toddler being unsafe, a coach will step in to maintain the levels of safety.

Pre-School Gymnastics

This class is split into 2 categories – 1-3 years and 3-4 years. The 1-3 year old class will work alongside their parent/guardian/carer under the guidance of the coach. This class will encourage social interaction and introduce colours, numbers, identification of objects, speech and singing; all combined with basic gymnastics shapes. If a child seems to be wandering, the coach will ask the parent/guardian/carer to bring them back into the class to ensure safety.

The 3-4 year old class will work in a similar way but without the parent/guardian/carer in attendance. However, parents/guardians/carers will still be in the facility in case an issue arises. This class will develop on the above and lead directly into the recreational class skills. All children who attend pre school classes

will have automatic entrance into the recreational gymnastics classes without the need of being added to the waiting list.

Recreational Gymnastics

This is a class that is from 1 hour a week, which provides an ideal introduction into the gymnastics framework. It will allow the gymnast to work on communication, flexibility, strength and body awareness as well as appropriate gymnastics skills. The classes will focus on badges, displays and inter club competitions.

Competitive Gymnastics

The Club offer a number of squad classes which will allow gymnasts to take their training onto the next level. As the gymnasts will be competing, there will be an expectation for the gymnast to train more hours in the week; hence, a higher level of commitment from both the gymnast and the parent/guardian is required. They will work towards the regional and national levels for their discipline.

Sports Acrobatics

Sports Acrobatics is a discipline where the gymnasts compete in pairs or groups. It incorporates balance, tumbling, as well as synchronised gymnastics skills. There is opportunity for the gymnasts to compete regionally and nationally in competitions for individual tumblers, pairs, trios and groups.

Free Style Gymnastics

Free style gymnastics is a relative new and exciting way to keep fit based on running, jumping and climbing over obstacles. The classes will help you achieve better speed, strength, flexibility and spatial awareness. These classes are ideal for teenagers who want to speed and run rather than firm discipline.

Display Team

The Club runs a display team which has represented Great Britain at the World Gymnaestrada in numerous places. Display gymnastics is about showing off your skills, whatever the level. The display team is invitational only from the coaches, and invitations will be given to those who show passion and determination; not just those who are capable of moves.

Adult Gymnastics

Adult gymnastics will look at adults who want to continue to train, return to the sport after a period of time out or who have never trained in the sport and would like to. We will look at splitting the group into two so that each set of people can progress at their own speed.

Class Times

Class times are available on the website and also on the notice board within the facility.

Payment Information

All costs are worked out on an hourly basis; please speak with one of the administrations staff if you have any queries in relation to the fees. Personal holidays which are taken within training time are taken at your own discretion and no fee refund will be given for these. Please note, once you have committed to competition or display training, please be aware that taking your child out of training could have a negative impact on their skills. Regular breaks in training can lead to the coaches making the decision to change their classes.

The Club will stop training around Christmas time for a 2 week period. The closure has already been taken into account when working out your monthly payment schedule. Hence, December payment will remain the same as the other months in the year. Payment are expected between the 25th and end of the month for the following months training. ie 25 January for February's training, 25th February for March's training.

Payment Method

Currently, we are happy to accept cash, cheques, card payments and bank transfers. We do prefer a regular transfer so we can then have a paper trail for all fees. To transfer fees, the Clubs bank Details are as follows:

Account Name – Sherburn Community Gymnastics Club
Sort Code – 301780
Account Number 00663459

Please follow the instructions on the back of your child's membership card when making online payments.

Non-Payment

As previously advised, the monthly payments are required on the 25th of the month for the forthcoming month. Any missed payments could result in your child losing their place in the class.

Failure to make payments for the class by the start of the 2nd week, without prior agreements with the Head Coach or Administration Team, may lead to your child not been able to train.

Refund

Refunds will be given or non-payments allowed for any major injury, such as broken leg or any other serious injury/illness. A common cold or flu does not fall into this category. In the case of a gymnast missing a session for a social event, such as a school disco or a party, please note that the Club will not refund the week's missed. It is at the Director of the Discipline's discretion whether the reason is deemed as suitable and a refund given. If they are unsure they will discuss it with the Directors and we will confirm with you. If you have any queries regarding this, please do not hesitate to book an appointment with the Head Coach who will explain the ruling in more depth.

Administration within Sherburn Community Gymnastics Club

If a gymnast has a change of circumstances (specifically address, telephone numbers, emergency contact numbers or a health status), please inform the administration team immediately so we can arrange to amend the records. A new personal information sheet will be required to be filled in after change to ensure that if an ambulance is needed, we hand over the correct information to them. After all, the safety of your child is paramount so please update the details. If you choose to, you could also email 'scgc@hotmail.co.uk' with the update and we will have a form waiting for you at the next training session.

If a gymnast is going to be absent for a session, please advise the Club by contacting us through the telephone number on the footnote of this page or emailing 'scgc@hotmail.co.uk'.

Our administration team will continue to advise you in writing of any change of fee structures and class changes. This will be done via WhatsApp and facebook. We will give a sufficient notice period if your child is changing classes and will allow leeway, if possible, if the class cannot be attended. The changes will normally be because your child has progressed to the next stage in gymnastics, and I am sure you will agree, we do not want to be holding your children back. Please ensure you have WhatsApp as a way to communicate on your mobile phone and you have requested to become part of the Facebook page which is

<https://www.facebook.com/groups/257306557646002>

As previously advised, if you do not pay the fees for training without discussion and agreement to do so, your child will be asked to leave.

How Will the Club Communicate with Me?

There is a wide range of ways in which the Club will communicate with you.

Firstly – The handbook. It provides all the key information for parents/guardians to read and understand to ensure they are fully integrated with the Club.

We will also have meetings with parents/guardians to discuss their child's development and any planned events. If there are any specific issues that need to be discussed privately, we will contact you by email and request a meeting. Initially, this meeting will not be with the child; however, we will be happy to discuss any issues with them with a parent/guardian present after discussions with the parent/guardians. This action is taken as you, the parent/guardian, know your child/children better than we do and will know the best way to advise them of specific concerns.

We will keep you updated with news and information using regular news letters, updates on the Club's website and via the Facebook page (as named in above section), twitter and Instagram. We will also ensure that we use the notice board in the facility to advise everyone of any upcoming events.

How Can I Communicate with the Club?

You can communicate with the Club through the email on 'scgc@hotmail.co.uk', leave a message on the answerphone of 07866 315157 or alternatively, leave a message on our Facebook page. The coaches and administration staff are very busy so please allow them 48 working hours to respond. If the matter is urgent, please contact on 07866 315157 stating the urgency.

If you need to speak with your child's coach, please speak to them before the session commences. Remember your child is not the only one in the gym so please ensure that you do not try to discuss issues whilst the coach is actively coaching. This is for Health and Safety reasons.

If you require a private meeting, please book this through the administration staff as they have access to all our coach's diaries.

The Club love getting feedback as it helps us to improve and develop the service we provide. If you would like to supply feedback, please forward in onto 'scgc@hotmail.co.uk'.

Alternatively, if you feel that you want to remain anonymous in feedback, please write your feedback down on the appropriate feedback sheet, located near the office, and post it in the post box. However, please be aware if anonymous feedback is given, we will be able to read it and discuss it between the coach's, but no response will be given. We are a very open and honest Club that strive to give the gymnasts the best coaching possible so please do not feel 'bad' when passing constructive feedback; we are happy to learn from it.

There are currently 5 parents who sit with the Board and represent the parent body as a whole. If you have any queries or discussion points please speak with these parents and they are also happy to bring any points to the Club. The current representative can be contacted on 'scgc@hotmail.co.uk' and we will pass any emails onto them. The parents also

run a fundraising team and will be happy for any parents to be involved with this. Once your child is at the competing level or in the display team, it is expected that you join the fundraising team as your child will be involved in more out of club activities.

Specific Concerns, Complaints and Complaints Procedure

If you have specific concerns with respect to the activities of the Club, in the first instance, you should speak with your child's Coach either before or after the training session. Please do not attempt to engage the coaching staff during the training session. In some cases, it may not be possible to catch a coach before the session as they may not have any additional coaching help. In this case, please request contact on the email scgc@hotmail.co.uk. We will then contact you by phone and arrange a meeting if necessary.

If you remain unhappy after speaking to a coach, please contact the Head Coach. Thereafter, if your concerns have not been resolved, it will be dealt with through the Sherburn Community Gymnastics Club Complaints Procedure. Any complaints should be made in writing to The Chair of Sherburn Community Gymnastics Club Board of Directors.

Please note, any formal communications with Sherburn Community Gymnastics Club must come through the official channels. These are the Club's phone number and email. Texting or calling a coach's personal number is discouraged and will be viewed as harassment. Inappropriate texting of Coaches by gymnasts, parents/guardians or volunteers is taken very seriously by the Club and may result in disciplinary actions being taken. All official Sherburn Community Gymnastics Club communication will be through official channels, not from Coaches personal phones.

Social Networking

Sherburn Community Gymnastics Club believe that Facebook, Twitter and Instagram are a great way to communicate with our members and to demonstrate the fantastic work that our members do with the wider community. Whilst there are many positive aspects of using social media to communicate, we are aware that there are potential disciplinary or safeguarding concerns which stem from the improper use by members and staff.

Please note that all Sherburn Community Gymnastics Club communications will be via the official Facebook, Twitter sites and the official newsletters.

Sherburn Community Gymnastics Club follows British Gymnastics Code of Good Practice, which is available online at www.british-gymnastics.org.

Additional Guidelines

Should a parent of a gymnast in the Club request to become a named friend on a Coaches' Social Networking page then the Coach should decline this request. Failure to do this would be in breach of the Sherburn Community Gymnastics Club Standards of Conduct (the only allowance will be if the parent was a friend prior to their child starting gymnastics). This is in order to safeguard our coaches and members from inappropriate communication that could result in disciplinary concerns for both coach and gymnast/parent/guardian. All instances of friendship prior to coaching must be notified in writing to the Board of Directors.

Social networking sites should never be used as a medium by which to abuse or criticise Sherburn Community Gymnastics Club, their staff or its members and to do so would be in breach of the Sherburn Community Gymnastics Club Standards of Conduct.

Any breach of Sherburn Community Gymnastics Club Standards of Conduct may result in disciplinary action.

Use of Prohibited Substances

Every gymnast, coach and staff member are responsible for the substances which they take. Sherburn Community Gymnastics Club supports British Gymnastics and UKSport stances on the use of performance enhancing drugs. Sherburn Community Gymnastics Club operate a zero tolerance for illegal substance. Usage of either of the above will result in you been asked to leave the Club and your membership stripped.

Further information can be found on the British Gymnastics website at www.british-gymnastics.org.

Child Protection, Ethics and Welfare & Health and Safety

The safety and welfare of children and vulnerable adults in the Club is a primary concern for everyone associated with Sherburn Community Gymnastics Club. If any of our members or parents/guardians have any welfare concerns they should contact one of our club welfare officers. Welfare officers will liaise with the Director of Gymnastics to investigate any welfare concerns and work to implement any resolutions. In order to effectively investigate and resolve welfare issues, parents/guardians are expected to maintain confidentiality around any welfare investigations.

The contact details of the Welfare Officer can be found on the notice board in the facility and on the Club Website. Welfare Officers can also be emailed at scgcwelfare@outlook.com

We are committed to ensuring the safety and welfare of our Members, Coaches, Volunteers and Parents. We will do this by:

- Abiding by British Gymnastics Health, Safety and Welfare guidelines.
- Abiding by British Gymnastics guidelines for the Protection of children and vulnerable adults.
- Appointing a Welfare Officer to whom grievances and complaints can be made confidentially.
- Ensuring the staff are suitably trained in Child Protection and Health, Safety and Welfare issues and go through a Disclosure and Barring Service Check.
- Ensuring that grievances and complaints are dealt with promptly and in accordance with the grievance procedures.
- Ensuring that a minimum of two responsible adults are available at all training sessions and events.
- Ensuring that participants and/or parents are aware of the policy for the purpose of video filming or photography during training or events.
- Having zero tolerance level for poor practice, bullying or any form of abuse.

A coach takes on certain responsibilities while your child is in our care. This may include:

- Holding a responsibility for care and well-being during training.
- Safe dispersal after training.
- Providing first aid.
- Providing/consenting to emergency medical treatment.
- Chaperoning.

Our duty of care starts from the time your child is delivered to the coach and lasts until your child is returned to a parent or other responsible adult appointed by yourself. Under no circumstances should children be dropped off/picked up for a session in the car park. Please note that parents are responsible for the safety of any children not taking part in the current gymnastics session.

We do not publish any images or videos without written consent from the gymnast concerned (or in the case of a child, from their parent/guardian). This is gained as part of our registration process. However, please be aware that you are only able to take photographs of your own child and not of any other person's children without prior written consent.

Personal information of any individual will not accompany any image without prior consent from the parent/guardian.

In the case of an emergency or fire, the gymnasts participating in the session will be evacuated by their coach. Under no circumstances will a parent evacuate a child unless the child is specifically with you in the parents lounges.

This is for the safety of ALL. Parents and children under their supervision must evacuate the building and assemble in the car park under the assembly point signs.

Volunteering

As a club we rely heavily on the dedication and commitment of volunteers. As such, all of our coaches and staff do volunteer some of their time. Below are just a few of the roles that volunteers are currently involved with:

- Welfare Officers
- Judging at regional level competitions
- Running catering when needed
- Fundraising for the club
- Administration duties

If you would be interested in volunteering, please email us at scgc@hotmail.co.uk and give us details on what area you would like to volunteer in.

Codes of Conduct

At Sherburn Community Gymnastics Club, we realise that it is very important for all gymnasts, parents/guardians, coaches and staff members to adhere to rules to ensure the smooth and safe running of the club. Please familiarise yourselves with the Codes of Conduct for every person involved in the Club. The Codes of Conduct can be found on our website.