

Behaviour Policy

Iwade boxing academy member & Staff Behaviour Standards

1. Policy Statement

This Behaviour Policy sets out the standards of behaviour expected from all members, coaches, staff, volunteers, parents/guardians, and visitors at the gym.

The gym is committed to providing:

A safe and respectful environment

Professional coaching and supervision

Equal treatment for all participants

A culture of discipline, sportsmanship, and personal development

Boxing is built on respect, self-control, discipline, and safety. Behaviour that undermines these values will not be tolerated.

2. Scope of Policy

This policy applies to:

All gym members

Coaches and staff

Volunteers

Parents/guardians of junior members

Visitors and spectators

The policy applies:

During classes and sparring

On gym premises

At competitions and events

During travel representing the gym

Online and on social media where conduct affects the gym or its members

3. Expected Standards of Behaviour

All individuals are expected to:

Treat others with respect and courtesy

Follow instructions from coaches and staff

Train safely and responsibly
Show good sportsmanship at all times
Respect personal boundaries
Help maintain a positive training environment
Respect gym property and equipment
Behave honestly and with integrity

4. Unacceptable Behaviour

The following behaviour is prohibited:

Aggressive or Violent Behaviour

Fighting outside supervised boxing activities

Threatening behaviour

Intimidation or bullying

Deliberate attempts to injure another person

Uncontrolled sparring or excessive force

Abuse & Harassment

Verbal abuse

Harassment

Discrimination

Racist, sexist, homophobic, transphobic, or offensive remarks

Inappropriate sexual comments or conduct

Unsafe Conduct

Ignoring coach instructions

Unsafe use of equipment

Training while injured without approval

Training under the influence of drugs or alcohol

Reckless behaviour endangering others

Damage & Theft

Theft of property

Vandalism or intentional damage

Misuse of gym equipment

Online Misconduct

Cyberbullying

Posting abusive or threatening content

Sharing private information without permission

Bringing the gym into disrepute online

5. Sparring Behaviour Standards

During sparring all participants must:

Maintain controlled contact

Respect skill and experience differences

Stop immediately when instructed

Wear required safety equipment

Avoid taunting or aggressive behaviour

Coaches may stop sparring immediately if behaviour becomes unsafe.

6. Junior Members

Junior members are expected to:

Show respect to coaches and peers

Use appropriate language

Avoid bullying or exclusion

Follow safeguarding and safety rules

Parents/guardians must:

Behave respectfully toward staff and members

Avoid disruptive behaviour during sessions

Support gym rules and disciplinary procedures

7. Staff & Coach Behaviour

Coaches and staff must:

Act professionally at all times

Lead by example

Treat members fairly and consistently

Maintain appropriate boundaries

Never use abusive, humiliating, or discriminatory behaviour

Prioritise member welfare and safety

8. Reporting Concerns

Members are encouraged to report:

Bullying

Harassment

Unsafe behaviour

Safeguarding concerns

Discrimination

Threatening conduct

Reports will be handled seriously, fairly, and confidentially where possible.

9. Disciplinary Procedures

Breaches of this policy may result in:

Informal verbal warning

Formal written warning

Temporary suspension

Removal from sparring/contact training

Termination of membership

Referral to police or authorities where necessary

Serious misconduct may result in immediate expulsion.

10. Zero Tolerance

The gym operates a zero-tolerance approach toward:

Violence outside supervised training

Abuse or harassment

Hate speech or discrimination

Safeguarding breaches

Deliberate unsafe conduct

11. Equality & Inclusion

The gym is committed to providing an environment where everyone is treated fairly and respectfully regardless of:

Age

Disability

Gender identity

Race or ethnicity

Religion or belief

Sexual orientation

Background or experience level

12. Policy Review

This policy will be reviewed annually or following any major incident or safeguarding concern.

Policy creation date: May 2026

Policy review date: May 2027