GSA Club & Institution
Safe Sport (Safeguarding) Policy

Updated on 28 November 2025

Eversdal Gymnastics Club _____ [hereinafter referred to as "***the Organisation***"] acknowledges the duty of care to safeguard and promote the welfare of children and adults participating in gymnastics and is committed to ensuring Safe Sport (Safeguarding) practice reflects statutory responsibilities and complies with best practice and the requirements of Gymnastics South Africa (GSA).

A full version of the GSA Safeguarding Policy is available on request or via the GSA website.

DEFINITIONS

1. "**Child/Children**" means any person under the age of 18 years old;

2. "**Vulnerable Adult**" means any person aged 18 years or older who is or may be unable to take care/protect and/or prevent harm to themselves due to disability, illness, age and/or dependency;

3. **"Safe Sport"** means creating an environment that is respectful, inclusive and free from all forms of harassment, abuse, discrimination, neglect, discomfort, bullying and other behaviours that may cause physical or emotional harm. Safe Sport promotes the rights, dignity, equality and wellbeing of all participants;

4. **Safeguarding** means the action taken to promote the welfare of children and vulnerable adults and to protect them from harm and/or abuse;

5. "**Abuse**" includes inter alia, physical, sexual, emotional, neglect, harassment and/or any conduct that threatens the safety and/or wellbeing of any child and/or vulnerable adult.

STANDARD CODE OF CONDUCT IN SAFE SPORT

1. All coaches, staff, parents, guardians and/or athletes shall always maintain professional boundaries and/or professional relationships.

2. Physical contact with athletes is only permitted when necessary for coaching, spotting, injury prevention and/or safety, and such contact shall be appropriately explained to the athlete;

    2.1. The Organisation recognises that physical contact is often required for safe coaching, spotting, injury prevention and/or general safety measures, thus physical contact must always be:
        2.1.1. Necessary;
        2.1.2. Appropriate;
        2.1.3. In the athlete's best interests;
        2.1.4. Explained beforehand.

3. Verbal discipline shall be constructive, not abusive, humiliating and/or threatening;

4. Parents, guardians and/or athletes shall respect the environment and refrain from inappropriate conduct towards coaches, staff and/or other athletes.

POLICY AND PROCEDURE

The Organisation subscribes to GSA Safe Sport (Safeguarding) Policy and Procedures and formally adopts the principles and standards contained therein. By implementing the Policy Statement, the Organisation undertakes to:

1. Promote and prioritise the safety and wellbeing of children and vulnerable adults;

2. Ensure everyone understands their roles and responsibilities in respect of Safe Sport (Safeguarding) and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other Safe Sport (Safeguarding) concerns relating to children and adults;

3. Ensure appropriate action is taken in the event of incidents/concerns of harassment, abuse or poor practice and that support is provided to the individual/s who raise or disclose such concerns;

4. Ensure that confidential, detailed and accurate records of all Safe Sport (Safeguarding) concerns are maintained and securely stored;

5. Prevent the employment/deployment of unsuitable people;

6. Ensure robust Safe Sport (Safeguarding) arrangements and procedures are in Operation.

SAFE SPORT CORE ELEMENTS

The Organisation adopts the Safe Sport principles which include:

1. Respect and dignity for all participants;

2. The right to participate in sport within a safe, inclusive and supportive environment;

3. Zero tolerance toward any form of harassment, abuse, bullying, discrimination or exploitation;

4. Empowering children and adults to speak up, be heard and be supported;

5. Ensuring transparency and accountability in the handling of Safe Sport (Safeguarding) concerns;

6. Recognising power imbalances in sport settings and acting to prevent misuse of authority;

7. Promoting education and awareness for athletes, coaches, parents and volunteers.

UNDERTAKING

The Organisation acknowledges that some children and adults can be particularly vulnerable to harassment, abuse or poor practice and we accept the responsibility of taking reasonable and appropriate steps to ensure their welfare.

This policy applies to everyone attending the Organisation whether in a paid or voluntary capacity. This includes club members, their parents/guardians or carers, club coaches, officials, helpers, medical personnel and service providers.

The GSA Safe Sport (Safeguarding) policy and procedures will be widely promoted and are mandatory for everyone involved in the Organisation.

Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

SUPERVISION

1. The Organisation is responsible for participants/athletes only during scheduled class and/or exercise times;

2. Parents and/or guardians remain responsible before class starts and immediately after class ends;

3. Staff may not transport athletes in personal vehicles unless written permission has been given by the parent or guardian.

RECRUITMENT AND VETTING

The Organisation is committed to safe recruitment practices by:

1. Requiring a Safeguarding Training certificate and police criminal background checks for all staff and volunteers;

2. Conducting vetting in terms of the Children's Act and the Criminal Law (Sexual Offenders Act and related matters) Amendment Act According to GSA requirements.

SAFE SPORT (SAFEGUARDING) COORDINATOR/OFFICER

The Organisation shall appoint a competent person to be the club's Safe Sport Coordinator/Officer who is approachable, responsible and trusted.

Purpose:

To ensure a safe environment and respond appropriately to safety and safeguarding concerns.

The club Safe Sport Coordinator/Officer shall be responsible for:

1. Promoting the safety and welfare of children and adults at the club;

2. Promoting the importance of Safe Sport (Safeguarding) in the club;

3. Ensuring that children are listened to and are involved in decision making;

4. Ensuring that everyone understands their roles and responsibilities in respect of Safe Sport;

5. Responding to Safe Sport (Safeguarding) and poor practice concerns;

6. Liaising with GSA and local Statutory Authorities;

7. Working with other organisations as required;

8. Acting as the designated person for Safe Recruitment practice.

REPORTING

1. Any concerns should immediately be reported to the appointed Safe Sport Coordinator/Officer;

2. If the concern involves the Safe Sport Officer, the matter must be reported directly to the Club Chairperson;

3. The Organisation shall maintain confidential safeguarding records and ensure that the whistleblowers are protected.

REVIEW

The policy may be reviewed a year after development and then every three years, or in the following circumstances:

1. Changes in legislation and/or any government guidance;

2. As required by GSA;

3. As a result of any other significant change or event.

DISCIPLINARY MEASURES

Any breach of this Policy will be investigated, and sanctions may include, inter alia:

1. Formal warning;
2. Suspension;
3. Termination of membership/employment;
4. Appropriate legal action.

CONCLUSION

1. All coaches are vetted, trained and qualified;
2. Your child will be supervised at all times during class.
3. We do not tolerate shouting, bullying or any humiliating behavior;
4. You can report any concern confidentially.

This policy was adopted by the Organisation:

On 26 January 2026 **2025.**

Signature

Chris Mostert

Full Names

Club Owner

Designation