

Gym Club Solutions: Participant-to-Coach Ratios Policy

1. Introduction

Gym Club Solutions is committed to providing a safe, supportive, and effective training environment for all athletes. To achieve this, the organisation has established Participant-to-Coach Ratios to ensure that athletes receive adequate supervision, guidance, and support from qualified coaches. This policy outlines the minimum participant-to-coach ratios for various age groups, skill levels, and activities within Gym Club Solutions.

2. Purpose

The purpose of the Participant-to-Coach Ratios Policy is to:

- a. Ensure the safety and well-being of all athletes participating in Gym Club Solutions programs.
- b. Maintain a high standard of coaching and support for athletes at all levels.
- c. Promote effective communication and individualised attention for each athlete.
- d. Comply with best practices and guidelines established by relevant sports governing bodies.

3. Scope

This policy applies to all coaches and athletes participating in Gym Club Solutions programs, activities, and events.

4. Participant-to-Coach Ratios

The following minimum participant-to-coach ratios must be maintained during all Gym Club Solutions training sessions, activities, and events:

It is a condition of this Insurance that the qualification requirements are complied with as follows:

The Insured must have at least one designated Coach to a minimum Level 3 qualification responsible for detailing and setting out all gymnastics activities.

All other coaches must be to a minimum Level 2 qualified or equivalent from an awarding body, such as British Gymnastics, IGA.

All Level 1 Assistant Coaches must be supervised by a Coach qualified to a minimum of Level 2.

All Coaches must be qualified to the level of performance of the participants in the specific discipline of The Sport.

A maximum of 8 participants to any apparatus/station/trampoline;

Each assistant Coach may supervise up to 8 participants in addition to the lead Coach group of 16 (e.g. a total of 24 participants for a lead Coach and assistant Coach).

It is a further condition of this insurance that in respect of Trampolining:

All instructors must hold a current recognised trampolining qualification for the level and skill set they are coaching;

An experienced spotter, of suitable size to the participant, must be in place at each trampoline
A maximum of 1 individual person/participant should be on a trampoline at any time.

Operation of trampolines must be carried out in accordance with GCS guidelines or an equivalent awarding body.

Non slip socks or trampoline shoes should be worn.

5. Coach Qualifications

All coaches involved in Gym Club Solutions programs must hold appropriate qualifications and certifications, as required by the organisation and relevant sports governing bodies. Coaches are responsible for maintaining their certifications and participating in ongoing professional development.

6. Monitoring and Compliance

Gym Club Solutions will regularly monitor participant-to-coach ratios during training sessions, activities, and events to ensure compliance with this policy. Any instances of non-compliance must be addressed immediately by adjusting the coaching staff or participant numbers as necessary.

7. Review and Updates

Gym Club Solutions will periodically review and update the Participant-to-Coach Ratios Policy to ensure its continued relevance and effectiveness. Any updates to the policy will be communicated to coaches, athletes, and other stakeholders.

8. Communication and Promotion

To ensure that all coaches, athletes, and stakeholders are aware of the Participant-to-Coach Ratios Policy, Gym Club Solutions will:

- a. Provide a copy of the policy to all coaches during their onboarding process.
- b. Display the policy prominently in the organisation's facilities and on its website.
- c. Include the policy in relevant organisation communications, such as newsletters, meeting agendas, and training materials.

9. Exceptions and Special Circumstances

In certain situations, exceptions to the established participant-to-coach ratios may be necessary due to factors such as facility limitations, unforeseen circumstances, or unique program requirements. Gym Club Solutions will consider such exceptions on a case-by-case basis, with the safety and well-being of the athletes as the primary concern.

- a. Any requests for exceptions to the participant-to-coach ratios must be submitted in writing to Gym Club Solutions management, outlining the specific circumstances and justification for the exception.
- b. Gym Club Solutions management will evaluate the request and determine whether the exception can be granted without compromising the safety, well-being, or effectiveness of the program.
- c. If an exception is granted, Gym Club Solutions management will work with the coaches and athletes involved to implement appropriate measures to ensure that the quality of the program is maintained and any potential risks are mitigated.

10. Athlete-to-Coach Feedback Mechanisms

Gym Club Solutions values the feedback of its athletes and is committed to maintaining open and transparent communication channels between athletes and coaches.

- a. Athletes are encouraged to provide feedback on their coaching experiences, both positive and constructive, through regular athlete evaluations or by speaking directly with their coach or Gym Club Solutions management.
- b. Gym Club Solutions will use this feedback to inform ongoing coaching development, adjustments to participant-to-coach ratios, and overall program improvements.

11. Parent and Guardian Involvement

Parents and guardians play a crucial role in supporting their child's athletic development and are encouraged to be actively involved in their child's experience at Gym Club Solutions.

- a. Gym Club Solutions will provide parents and guardians with information and resources on the Participant-to-Coach Ratios Policy, as well as other relevant policies and guidelines.
- b. Parents and guardians are encouraged to communicate any concerns or questions regarding participant-to-coach ratios, coaching quality, or athlete safety to Gym Club Solutions management.

12. Coach-to-Coach Communication and Collaboration

Gym Club Solutions recognizes the importance of effective communication and collaboration among coaches to ensure a consistent and high-quality training environment for all athletes.

- a. Coaches are encouraged to communicate regularly with each other to share insights, best practices, and strategies for managing participant-to-coach ratios and providing effective support to athletes.
- b. Gym Club Solutions will facilitate regular coach meetings, workshops, and other professional development opportunities to encourage ongoing communication, learning, and collaboration among coaches.
- c. Coaches are expected to support each other in adhering to the Participant-to-Coach Ratios Policy and addressing any challenges or issues that may arise.

13. Athlete Transfers and Adjustments

Gym Club Solutions aims to provide flexibility for athletes to move between different programs, groups, or training sessions as their needs and circumstances change.

- a. Athletes and their parents/guardians must communicate any requests for transfers or adjustments to their training schedule to Gym Club Solutions management.
- b. Gym Club Solutions management will work with the athlete, their parents/guardians, and coaches to assess the feasibility of the requested change while maintaining appropriate participant-to-coach ratios and ensuring the athlete's safety and well-being.
- c. In some cases, it may be necessary to place the athlete on a waiting list or explore alternative training options to accommodate their request while maintaining compliance with the Participant-to-Coach Ratios Policy.

14. Emergency Situations and Contingency Planning

In the event of an emergency or unforeseen circumstance that affects the organisation's ability to maintain the established participant-to-coach ratios, Gym Club Solutions will implement contingency plans to ensure the safety and well-being of all athletes.

- a. Gym Club Solutions management will develop and maintain a roster of qualified substitute coaches who can be called upon in the event of a coach absence, illness, or other emergency.
- b. In the event that a suitable substitute coach cannot be found, Gym Club Solutions management may need to temporarily adjust participant-to-coach ratios, modify or cancel training sessions, or implement other measures to ensure the safety and well-being of the athletes involved.

15. Policy Review and Evaluation

Gym Club Solutions is committed to ongoing improvement and will regularly review and evaluate the effectiveness of the Participant-to-Coach Ratios Policy to ensure that it continues to meet the needs of the organisation and its athletes.

- a. Gym Club Solutions management will conduct an annual review of the Participant-to-Coach Ratios Policy, taking into consideration feedback from athletes, parents/guardians, coaches, and other stakeholders.
- b. The review process will include an assessment of the policy's impact on athlete safety, coaching quality, and overall program effectiveness, as well as any changes to best practices, guidelines, or requirements from relevant sports governing bodies.
- c. Based on the findings of the review process, Gym Club Solutions management may recommend updates or modifications to the policy, which will be communicated to all relevant stakeholders and implemented as necessary.

16. Policy Dissemination and Education

Ensuring that all coaches, athletes, parents/guardians, and other stakeholders are aware of and understand the Participant-to-Coach Ratios Policy is crucial for its successful implementation and adherence.

- a. Gym Club Solutions management will develop and implement an ongoing education and communication plan to promote awareness and understanding of the policy among all stakeholders.
- b. This plan may include policy briefings, training sessions, informational materials, and regular updates through the organisation's communication channels, such as newsletters, social media, and the Gym Club Solutions website.

17. Non-Compliance and Disciplinary Actions

Gym Club Solutions takes compliance with the Participant-to-Coach Ratios Policy seriously and will implement appropriate disciplinary actions in cases of non-compliance.

- a. Instances of non-compliance with the policy should be reported to Gym Club Solutions management immediately.
- b. Gym Club Solutions management will investigate any reported instances of non-compliance and determine appropriate disciplinary actions based on the severity and frequency of the violation.
- c. Disciplinary actions may include verbal or written warnings, additional training or education, suspension or termination of coaching duties, or other measures deemed necessary by Gym Club Solutions management.

By regularly reviewing, evaluating, and promoting the Participant-to-Coach Ratios Policy, as well as addressing instances of non-compliance, Gym Club Solutions demonstrates its commitment to ensuring a safe, supportive, and effective training environment for all athletes. This ongoing focus on policy adherence and improvement contributes to the organisation's overall pursuit of excellence and its mission to provide high-quality programs that foster athletic development and personal growth.