

## **Dennis and Dyer Behaviour Policy**

This document outlines the Behaviour Policy for the Dennis and Dyer Boxing Academy. The Behaviour Policy of the Academy is a statement of good practice which allows all students to learn and all coaches to coach. All members of the Academy are expected to help maintain an environment conducive to learning of which the fundamental tenets are mutual respect, courtesy, dignity, equality and equity.

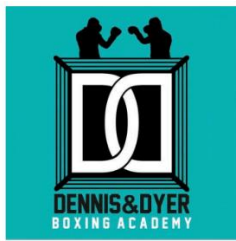
The Dennis and Dyer Boxing Academy aims to provide its members and guests with high quality facilities for the enjoyment boxing and other fitness activities.

By their very nature, the sporting activities at the Academy are competitive and there is an expectation that members and guests will adhere to the standards of behaviour and conduct that are in keeping with competitive sports. Where appropriate, the sporting and fitness sections at the Academy will put in place detailed rules and guidelines for participating in sparring, the gym and other fitness activities. Members and guests are expected to comply with any such rules or guidelines.

Whether participating in a sporting activity or making use of the gym facilities provided by the Academy, members and guests are expected to display the behaviour and conduct befitting a sporting club. The Academy expects its members and guests to treat each other with dignity and respect, at all times. All members and guests must respect the rights of others to be treated equally, regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.

The Academy will not tolerate behaviour from members or guests which falls short of the expected standards of behaviour and conduct. All members and guests have the right to challenge poor behaviour or conduct, so long as this is done in a courteous manner and is not likely to lead to a situation escalating. There is a zero-tolerance attitude towards the use of foul, abusive or threatening language and physical violence. Any member or guest who experiences poor behaviour or conduct should report the incident to the Management team via telephone or email.

The Management team recognises that members are passionate about the Academy and that there will be times when members will want to discuss the club's governance, management and day-to-day operation. The Management team actively encourages members to discuss their experiences of the club and to scrutinise the way the Academy operates. In keeping with the Academy's overarching principles for behaviour and conduct, such discussions must respect those involved in governing the club and its staff.



## **Expectations of behaviour**

Good behaviour within the Academy is central to creating a purposeful coaching environment. The Academy manages behaviour well so that students can study in a calm, safe, purposeful and supportive environments, where children and young people want to attend and where they can learn and thrive.

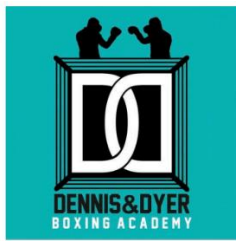
Through the environment and culture of the Academy students are taught explicitly what good behaviour within boxing looks like through the Academy code of conduct.

Some students will need additional support to reach the expected standard of behaviour. When students do misbehave, the Trust systems respond promptly, predictably and with confidence to maintain a, safe learning environment, and then consider how such behaviour can be prevented from recurring with support from parents and all stakeholders.

## **Code of conduct:**

I will:

- Be on time for one-to-one coaching sessions, classes, and any events, shows and competitions.
- I will be “ready to box” at the time set for classes to start, and I understand the difference between “walking in the door” and being “ready to box”.
- Work to the best of my ability in every class.
- Promise to contact the coaches of Dennis and Dyer Academy if I am going to be absent from a coaching session or class.
- Be polite, courteous and respectful to my coach and fellow boxers and pay attention during class.
- Attend class in appropriate boxing wear. My hair will be neat and off my face and I will not wear jewellery. If we are at an out of class event such as a show or competition, I will be in appropriate Dennis and Dyer attire outlined by the coaches beforehand.
- Represent Dennis and Dyer in a respectful, helpful manner; being positive in spirit, attitude and behaviour when in class and out of class.
- Give my all; physically, emotionally and mentally. This includes: dancing full out, stretching and practising at home, focusing on material being taught and my own performance.
- Respect the gym, halls, and performance environments, keeping them neat and clean for the safety of others and myself and clean up after myself if any spillages are made.



- Respect and care for all equipment.
- Discuss with my coach if I have any injuries or illnesses that could impact the way I practice and compete.
- I will take responsibilities for my belongings.

### **Allegations of Poor Behaviour**

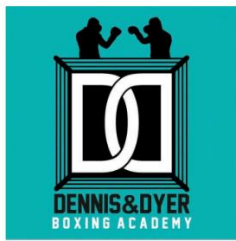
All allegations of poor behaviour or conduct must be sent to the Management team, via email or telephone. In the most serious cases, the Management team reserves the right to involve the police at the earliest possible stage. Where there is a police investigation or prosecution, either as a result of the Management team informing the police or notification by a third party, the Management Committee may defer the disciplinary process until the legal process is complete. In such instances, the Management team reserves the right to suspend members from membership for an appropriate period.

Examples of misconduct include, but are not limited to:

- Discourteous or offensive behaviour.
- Conduct of an unsafe nature.
- Disregard for equipment or property.
- Refusal to carry out reasonable instructions issued by club officials or staff.
- Failure to comply with or adhere to the rules or guidelines for participating in tennis, squash, the gym and other fitness activities.
- Any other actions of similar gravity to the above, at the discretion of the Disciplinary Panel.

Examples of gross misconduct include, but are not limited to:

- Misconduct offences above, if repeated.
- Deliberate or consistent breaches of club rules.
- Use of foul, abusive or threatening language.
- Use of physical violence.
- Theft or misappropriation.
- Reckless disregard for health and safety.



- Malicious interference with equipment or property.
- Any other action which, in the opinion of the management team, may bring the club into disrepute.

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