



Members Management & Staff Behaviour Policy & Code of Ethics Star-Mites Gym Sports Pty Ltd

Policy Name:	Behaviour Policy & Code of Ethics
Original Date of Issue:	August 2004
Policy Coverage:	Behavioural Beliefs & General Expectations
Next review:	21/11/2025
Controlling Body:	Star-Mites Gym Sports Pty Ltd – Directors

STATEMENT OF COMMITMENT

Star-Mites Gym Sports Pty Ltd's expectations about how we work are based on the following principles.

POSITIVITY

Always being constructive, optimistic and confident.

RESPECT

Regard for the feelings or rights of others

INTEGRITY

To show moral, truthful, fair & ethical principals

APPLICATION OF POLICY

BEHAVIOURAL BELIEFS: We believe that

- All must be responsible at all times for their behaviour
- All behaviours have consequences
- Behaviour occurs as a result of personal choice and decision
- A partnership between parents, athletes, management and staff is necessary for the development of responsible behaviour

GENERAL EXPECTATIONS: We believe that responsible behaviour involves

- Being punctual
- Being courteous to others and treating them with respect
- Following all policies and procedures set by Star-Mites Gym Sports management

ROLES & RESPONSIBILITIES

This section specifies the roles and responsibilities of all parties involved in Star-Mites Pty Ltd activities Management.

- Ensure that our Behaviour Policy is implemented
- Provide appropriate induction to staff and volunteers on acceptable behaviour as outlined in this policy

Management, Staff & Volunteers

- Ensure that our Behaviour Policy is implemented
- Alert Senior Management to any breaches of our policy
- Abide by the regulations as set down by this policy

POLICY BREACHES AND CONSEQUENCES

This may result in disciplinary action being taken

Star-Mites Gym Sports Pty Ltd - reserves the right to suspend or remove any persons for breach of these rules or unsafe behaviour in accordance with the Club's Behaviour Management Policy and Members Protection Policy.

CONFIDENTIALITY

The club's administration, which is responsible for implementing this policy, will keep confidential any matters pertaining to this policy as required by law and the Star-Mites Gym Sports workplace agreement.

REPORTING

Communication between all levels is integral for the effective and efficient running of the club. Key representatives are required to report on activities concerning management staff & member's behaviour.

Key representatives: Branch managers, Sports coordinators

Report to: CEO

When: Quarterly Staff Meetings

ADDITIONS AND CHANGES TO POLICY

Recommended changes to this policy may be submitted to Star-Mites Gym Sports Pty Ltd – Company Director for consideration at any time. Should changes be accepted, the policy will be updated, dated and circulated to all relevant stakeholders.

Star-Mites Gym Sports Pty Ltd is committed to ensuring all policies are up-to-date and reflect current times. Therefore, reviews are undertaken annually. The next review date is Detailed (footer)

Signed: Gail Melinger
Director Star-Mites Gym Sport Pty Ltd -

15th January 2024