



## **Community Values**

### **The code of conduct**

Train Fitness Professionals pride ourselves on providing an accessible fitness facility for all bodies. We aim to be a body positive institute, leading the way within the fitness industry to show everyone that kindness, joy and self compassion can be a priority within a gym and fitness environment.

We are committed to safe practices and a holistic view on health. To ensure a happy and positive experience for all involved, it is important that members, extended friends, staff and allied health professionals understand and comply with the below.

#### **Staff and Allied Health Professionals etiquette**

- Train Fitness Professional staff will be welcoming, friendly and approachable anytime they are on site.
- Ensure all Train Fitness Professionals premise, events and functions are able to be accessed by all types of bodies.
- When running sessions will reinforce our core value of exercise for joy and celebration, not body punishment.
- Adhere to the [Fitness Australia \(AusREPs\) Personal Trainers Scope of Practice](#) at all times.
- All levels of fitness will be catered for in open level sessions. All levels of fitness includes absolute beginners through to advanced trainers.
- Refrain from judgement of any person, at any time, of any sort.
- Realise there is no limit on enjoyment in sessions, events and functions.
- Will continue their education to assist all bodies to feel welcome.
- Refer to one of our preferred Health Professional Allies should something be out of our scope.
- Affiliate with external professionals that also abide by our guidelines.
- Ensure everybody feels welcome and accepted.
- Lead our community, team and group to be one that supports and raises up its members.
- Support Not For Profit causes that align with our values of accessibility, community and full health.
- Recognize that physical, emotional and mental health are all equally important.
- Any fitness programs prescribed will be created with a holistic view of health.
- Will participate in self compassion and refrain from negative self talk.



## **Members and Visitors etiquette**

- Will be welcoming to all bodies and abilities at sessions, events and functions run by Train Fitness Professionals.
- Refrain from judgement of any person, at any time, of any sort.
- Will participate in fitness sessions to celebrate their bodies, not punish them.
- Realise there is no limit on enjoyment in sessions, events and functions.
- Understand that we are a community, team and group that supports and raises up its members.
- Support our decision to aid Not For Profit causes that align with our values of accessibility, community and full health.
- Recognize that physical, emotional and mental health are all equally important.
- Will participate in self compassion and refrain from negative self talk.
- Bring a water bottle, towel and any medications needed to each session.
- Arrive on time to sessions. Latecomers may be refused entry, due to the risk of injury.
- Show respect and care for equipment and facilities.
- Acknowledge that phones, videos and/or cameras are not to be used in any toilet or changing room facilities.

## **Creating a child safe environment**

All Train Fitness Professional staff, volunteers and members are responsible for promoting the safety and wellbeing of children and young people by:

- adhering to our Child Safe Policy, this Code of Conduct and other Train Fitness Professionals policies;
- taking all reasonable steps to protect children from abuse;
- treating everyone with respect, including listening to and valuing their ideas and opinions;
- welcoming all children and their families and carers and being inclusive;
- promoting the cultural safety, participation and empowerment of Aboriginal adults and children (for example, by never questioning an Aboriginal child's self-identification);
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination);
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities);
- modelling appropriate adult behaviour;
- listening to children and responding to them appropriately;
- reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect;
- complying with our guidelines on physical contact with children;



- working with children in an open and transparent way – other adults should always know about the work you are doing with children;
- respecting the privacy of children and their families, and only disclosing information to people who have a need to know;
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Train Fitness Professional staff, volunteers and members **MUST NOT**:

- seek to use children in any way to meet the needs of adults;
- ignore or disregard any concerns, suspicions or disclosures of child abuse;
- use prejudice, oppressive behaviour or language with children;
- engage in rough physical games;
- discriminate on the basis of age, gender, race, culture, vulnerability or sexuality;
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes;
- develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention;
- exchange personal contact details such as phone number, social networking site or email addresses with children;
- have unauthorised contact with children and young people online or by phone.

**If you believe a child is at immediate risk of abuse, for example is being threatened or assaulted at or near Train Fitness Professionals, phone 000.**

### **Disciplinary actions**

- Inappropriate, disrespectful or aggressive behaviour by members, parents (including carers or legal guardians), extended friends and family, staff or volunteers will not be tolerated and may result in immediate cancellation of membership with no refund or further discussion or immediate termination of employment or contract.
- A breach of the Code of Conduct will result in one written warning. Further breaches may result in immediate cancellation of membership with no refund or further discussion or immediate termination of employment or contract.
- Train Fitness Professionals is a Child Safe environment committed to understanding and abiding by the Victorian Government Child Safe Standards. Information on these standards is available on the Department of Human Services website.



**WE ACKNOWLEDGE THAT WE ARE ALL WORTHY -  
RIGHT NOW, AS WE ARE**

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Train Fitness Professionals.

This Code of Conduct will be reviewed by Train Fitness Professionals annually.

I have read this Code of Conduct and agree to abide by it at all times.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

Role: \_\_\_\_\_ Date: \_\_\_\_\_

**Dated:** 16 September 2017

**Endorsed by:** Lisa Marie Brayshaw, Owner, Train Fitness Professionals

**Next Review:** 16 September 2018