

# Code of behaviour

For GK Fit Ltd



MARCH 2026

GK Fit expects all participants and parents/carers to display appropriate behaviour at all times. This code of behaviour is there to make sure everyone who takes part in GK Fit's activities knows what is expected of them so that they feel safe, respected and valued.

Parents/carers must ensure their child has seen, understood and agreed to follow this code of behaviour, and that they understand what will happen if there is inappropriate behaviour.

This code of behaviour aims to:

- identify acceptable and unacceptable behaviour
- encourage cooperation, honesty, fairness and respect
- create an environment where self-esteem, self-respect and self-confidence will grow
- encourage participants to recognise and respect the rights of others
- encourage participants to take responsibility for their own behaviour
- help resolve conflicts and make it clear what will happen if participants do not to follow the code.

## The code of behaviour

### All participants should:

- be supportive and kind to others
- be friendly
- listen to others
- be helpful
- have good manners
- treat everyone with respect
- take responsibility for your own behaviour
- talk to the Coach about anything that worries or concerns you

### All participants should not:

- be disrespectful to anyone else
- bully other people (online or offline)
- behave in a way that could be intimidating
- be abusive towards anyone.

## Behaviour management

GK Fit has a 3-step behaviour policy for any participants that breach the behaviour code:

### Phase 1. Verbal warning:

In the first instance, the participant will receive a verbal warning from the member of staff who will explain why their behaviour was unacceptable.

### Phase 2. Time out:

If behaviour is repeated, the participant will be asked to step away from the activity area for 5 minutes for quiet reflection.

### Phase 3. Written warning:

After a third infringement, the participant will not be allowed to continue with the session, and parent/ carers will be contacted to discuss next steps. Depending on the behaviour, this may result in permanent removal from the course.

**Note:** Consecutive phase 2 behaviour across multiple sessions will result in Phase 3.

**Immediate expulsion:** Any acts of physical violence towards another participant or member of staff will result in immediate removal from all GK Fit sessions and courses.

Parents and carers are important in encouraging positive behaviour and GK Fit will discuss and involve them as appropriate.

This policy is approved and robustly endorsed by GK Fit Ltd.

Signed: 

Name: Georgia King Johnson, GK Fit Ltd.

Date: 10 March 2026

GK Fit Ltd is a company run for the following purpose: Sports and fitness

The Company is registered at: 1 Orchard Estate, Cambridge, CB1 3JW. Company Number: 15620240