



UNITY AFFILIATION POLICY



Version History

Version	Summary of amendments/changes	Published Date
Version 1.0	Document Created	July 2025

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Purpose

1. Unity Membership is designed specifically for clubs and individuals delivering Gymnastics for All (GFA) and recreational gymnastics. It supports a wide range of activity including structured classes, display teams, skill-based progressions, and participation in recreational competitions.

- This membership is ideal for:
- Leisure-based programmes
- Community-led gymnastics
- School or holiday programmes
- Clubs focused on inclusive, fun, and accessible gymnastics experiences

Unity Members may access GFA competitions but are not eligible for entry to other competitions (i.e. WAG/MAG/Acro etc)

Eligibility

2. Unity Membership is available to:

- Clubs delivering GFA and recreational gymnastics
- Gymnasts **not** training on a performance pathway
- Coaches leading recreational programmes only
- Volunteers, helpers, and assistant coaches in non-elite environments

Unity Membership **must not** be used by:

- Clubs with gymnasts in regional/national elite development squads
- Clubs offering mixed disciplines (e.g., recreational + women's artistic) must apply for full IGA Legacy Affiliated Membership.



Mandatory Affiliation Requirements

3. To maintain Unity Membership, clubs must affiliate **all** active participants and staff as follows:

3.1. Gymnasts

- All gymnasts attending weekly sessions must be affiliated with IGA under Bulk membership or Gymnast membership on the JustGo Portal.
- Registration must occur after three sessions have been completed.

3.2. Coaches and Assistants

- All coaching staff must:
 - Hold a valid IGA or recognised coaching qualification to the level they are teaching.
 - Hold an enhanced DBS check (or national equivalent) dated within the last 3 years
 - Hold a current safeguarding training certificate approved by IGA
 - Be registered and insured through IGA under coach membership.

3.3. Volunteers and Support Staff

- All personnel in contact with gymnasts (e.g., welfare officers, club administrators) must be declared and, where relevant, undergo background checks and basic safeguarding training.

Failure to affiliate any individual actively involved in delivery or participation is considered a breach of policy. Any breach of the above requirements may result in withdrawal of membership or referral to the compliance panel. Please note clubs facing non-compliance will not be eligible for additional IGA support or the safe sport badge. Alternately, non-compliant clubs will not be an active club under our governing body until compliance requirements are met.

Club Responsibilities

4.1 Compliance

- Clubs **must** adhere to all IGA's policies.

4.2 JustGo Portal Maintenance

- Clubs are responsible for ensuring that **all** coaches and members have up-to-date profiles on the JustGo portal at all times, including:
 - Accurate contact details and active membership for those participating under the registered club name.
 - Current and previous coaching credentials
 - Relevant compliance documents (e.g., DBS and Safeguarding)
 - Clubs must ensure **all** coaches opt in to receive IGA updates and emails.



Misconduct and Termination

5.1 *Zero Tolerance for Serious Safeguarding Breaches*

IGA operates a **zero-tolerance** policy for any breaches of safeguarding, particularly those involving:

- Physical, emotional, or sexual abuse
- Neglect
- Grooming or inappropriate communication with minors
- Failure to report safeguarding concerns
- Any behaviour deemed to place a gymnast, coach, volunteer, or spectator at risk

Any individual found to be involved in, complicit with, will face immediate suspension and referral to the relevant authorities and safeguarding bodies.

5.2 General Misconduct

Misconduct may also include but is not limited to:

- Breach of IGA's Code of Conduct
- Disrespectful, threatening, or abusive behaviour including our members and IGA officials
- Misrepresentation of qualifications or falsifying documents
- Repeated non-compliance with IGA policies or procedures

5.3 Reporting and Investigation

- Allegations will be handled in line with IGA's disciplinary framework, ensuring a fair and thorough investigation.
- Pending investigation, individuals may be suspended from duties to protect all involved parties.

5.4 Sanctions

- Depending on the nature of the misconduct, sanctions may range from written warnings to permanent removal from IGA membership and referral to statutory agencies.

5.5 Appeals

- Clubs have the right to appeal sanctions in writing within 14 days of notice.



Data Protection and GDPR Compliance

6.1 IGA requires all clubs to ensure that personal data shared for the purposes of membership, insurance, and course access is collected and processed in accordance with the UK GDPR and IGA's privacy policy.

- Clubs must only provide accurate and up-to-date data with the informed consent of the individuals concerned.
- IGA will process all personal data securely and only for legitimate purposes related to membership, safeguarding, and course provision.

The IGA privacy policy can be accessed at: <https://www.independentgymnastics.com/privacy-policy>.

Escalation Procedure for Club Non-Compliance

7. To ensure the accuracy and reliability of club-submitted data, IGA enforces a three-strike policy for non-compliance with IGA policies, membership and course policies:

- Strike 1: Formal written warning and request for immediate corrective action.
- Strike 2: Temporary suspension of access to new course bookings for 14 days.
- Strike 3: Full review of the club's Membership status, with potential revocation or permanent restriction of IGA competition and course services.

Repeated failure to comply may result in removal from the Unity Membership register.

Appeals can be submitted within 14 days of sanction.

Safeguarding and Insurance

8. Unity Members must:

- Adhere fully to the IGA Safeguarding Policy and provide a named Welfare Officer registered on the Justgo system with the correct credentials in place.
- Report safeguarding concerns or incidents to the IGA Safeguarding Team without delay.

IGA reserves the right to audit safeguarding compliance at any time.

You can find all safeguarding policies here: <https://www.independentgymnastics.com/safe-sport/>



Transitioning to Broader Membership

If a Unity club wishes to introduce competitive or performance-focused gymnastics disciplines, they **must**:

- Notify IGA in writing and request a membership upgrade before delivery begins.
- Submit updated coach credentials and insurance where necessary.
- Agree to new terms associated with Legacy Affiliation.

Failure to transition prior to launching competitive or non-GFA programs constitutes a breach of policy and may result in sanctions.

Monitoring and Compliance

IGA implements a multi-layered monitoring framework to ensure Unity Members meet their full obligations under this policy. Monitoring activities apply throughout the membership year and include both announced and unannounced checks.

IGA will conduct at least **one** formal affiliation audit per Unity Member each year. This audit may include:

- Verification of registered member counts (compared to class registers, coaching ratios, and fee payments)
- Examination of participant registration dates to ensure compliance with the three session attendance affiliation rule
- Comparison of club marketing, websites, and social media with IGA registration data to identify unregistered groups or classes

Clubs must cooperate fully by providing attendance records, coach rotas, payment logs, or other requested documents **within 7 working days** of notice.

IGA's Safeguarding Team may initiate compliance reviews based on:

- Whistleblower reports
- Participant or parent complaints
- Internal inconsistencies (e.g. under-affiliation or repeated late reporting)
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Reviews may include:

- Direct contact with the club's Welfare Officer
- Requests for copies of incident logs, parent communication, or risk assessments
- Interviews with relevant staff or volunteers (conducted confidentially)

Where risk to participant safety is identified, IGA reserves the right to suspend membership immediately pending investigation.



Conclusion

IGA Unity Membership provides a structured and supportive affiliation model for clubs committed to delivering high-quality, inclusive recreational gymnastics under the Gymnastics for All (GFA) banner. In return for access to IGA's events, development opportunities, and safeguarding infrastructure, Unity Members are expected to uphold the highest standards of affiliation, safety, and transparency.

This policy ensures that all gymnasts, coaches, and staff are properly registered, qualified, and protected within a monitored, accountable framework. Clubs that fail to meet these standards compromise not only their own compliance but also the safety and integrity of the broader IGA community.

IGA remains committed to supporting Unity Members through clear guidance, accessible systems, and consistent oversight.

Clubs that embrace these standards demonstrate their commitment to safe, inclusive, and sustainable gymnastics for all.