



CONSETT AMATEUR SWIMMING CLUB
POLICY DOCUMENT

| POLICY | Revision | Issue Date | Written By | Approved By |
|-----------|----------|-------------------------------|------------|-------------|
| Behaviour | New | 9 th December 2019 | Julie Tait | Dave Punton |

Scope

To define the process adopted by Consett Amateur Swimming Club (hereafter “the Club”), on addressing poor behaviour, which is non-welfare related. This policy applies to all swimmers in all classes and squads in the Club.

Most behaviour issues are non-welfare related and therefore do not involve the Welfare Officer. Behaviour relating to safeguarding issues are not covered within this policy and will be led by the Welfare Officer and will be dealt with in accordance to Swim England guidelines.

Codes of Conduct

Members of the Club are expected to uphold the “Member’s Code of Conduct,” this includes, but is not exclusive to:

a) Non-Welfare related

- Treating teachers, coaches or any other members with dignity and respect
- Listening to teachers or coaches during sessions
- Following instructions given by teachers or coaches during sessions
- Not arguing with or answering back to teachers or coaches
- Not using inappropriate or abusive language, harassment or physical violence
- Completing fully the training sets given and not skipping lengths
- Not pulling on lane ropes
- Not causing an obstruction while in the pool, hitting or kicking other swimmers during sessions
- Not deliberately swimming below standard during sessions causing disruption
- Informing teachers or coaches before leaving the pool during sessions

b) Welfare related:

- Discrimination on the grounds of age, sex, faith, ethnic origin or nationality
- Bullying
- Respecting the privacy of others, especially in the use of the changing facilities
- Not using a mobile device within the changing facilities which has the ability to photograph or record

Disciplinary Process

1. YELLOW CARD

If poor behaviour is witnessed by a teacher or coach a verbal warning will be issued. Any warnings issued to swimmers will be in a discreet manner and will not be shouted for all to hear. Swimmer(s) will be asked to address their behaviour immediately to prevent escalation within the disciplinary process.

Failure to improve behaviour after a yellow card will mean that the swimmer(s) progress to the next level.

2. ORANGE CARD

If the poor behaviour continues the offending swimmer(s) will be spoken to again and will be issued an orange card. At this point the swimmer(s) will be asked to sit poolside. It is at the teacher or coach's discretion as to the length of time (maximum 10 minutes).

With any sanction the swimmer's welfare must be considered, for example being kept dry and warm and not being asked to leave poolside. Parents/guardians will be informed at the end of the session why swimmers were removed from the session for a period of time.

Failure to improve behaviour after an orange card will mean that the swimmer(s) progress to the next level in the disciplinary process.

3. RED CARD

If the poor behaviour continues after the swimmer(s) have returned to the pool, then the swimmer(s) will be asked to leave the session and a red card will result in the swimmer missing the remainder of the session. Parents/guardians will be informed and asked to collect the swimmer(s).

Any red cards that are issued will be detailed on an incident log which will be kept by the Head Coach.

At the end of each session, the cards issued in that session will reset so all swimmers will start a new session with no cards.

If it is noted that swimmers are repeatedly being issued with warnings due to persistent poor behaviour a formal discussion with parents/guardians will be arranged and could result in a suspension (max 1 week).

If after a suspension there is no improvement in behaviour then the Head Coach will discuss the swimmer(s) with the committee, using the incident log for reference, and the committee will decide whether any further action is required.

The Committee has the power to expel any member when, in its opinion, it would not be in the best interests of the Club for the swimmer(s) to remain a member. In these instances, the procedure followed would be as laid down in the Swim England Handbook, Judicial Regulations. Permanent exclusion from the club would follow an investigation and panel hearing, after which Swim England may then be informed.