

Disciplinary Procedure for Swimmers

It is the Club's policy to be inclusive at all times and to work with swimmers and their parents to help them reach the required standards of behaviour. However, please remember that the Club has a duty of care over all its members and cannot allow the behaviour of individuals to unduly affect the wider membership and younger members in particular.

Breaches of the Code of Conduct for Swimmers will be dealt with in the first instance by the Coach/Team Manager/Lifeguard;

- 1 The swimmer will be reprimanded by way of a verbal warning.
- 2 The swimmer will be required to get out of the pool and have 'time out'.(15Min)
(Fill in incident report form and issue to coach administrator)
- 3 The swimmer will be barred from the rest of the session. In these circumstances the swimmer will change and sit on poolside until the end of the session, unless the parent/carer is present to take that child home.
(Fill in incident report form and issue to coach administrator)

If a second incident occurs the Coach/Team Manager/Lifeguard will again refer to the above system but also inform the Coach Administrator, Welfare Officer and Chairman. The Welfare Officer will record the incident in a disciplinary book with date, time and description of behaviour. Parent(s)/Carer(s) will be notified of this by the Welfare Officer.

A third incident will again be dealt with as above but will result in the swimmer being given a written warning. The swimmer, parent(s)/carer(s) will be asked to meet with the Coach, Chairman and Welfare Officer of the Club to discuss the incident and strategies to address behavioural issues.

Any further behaviour issues will result in either the swimmer being suspended until such time as determined by the Club or permanent exclusion from the Club, depending on the severity of the incident.

At the discretion of the Club's coaches, managers or officials, any offence which in their opinion is deemed serious enough can be escalated up the behaviour system without recourse to prior sanctions. For instance a swimmer might be required to leave a session immediately, without prior warning, if the offence warrants it. Any threatening, intimidating, aggressive, physical or inappropriate behaviour will result in the swimmer being immediately suspended until further notice and until the committee has had the opportunity to consider the matter.

Final decisions on disciplinary matters will be made by the Club committee. Any decision can be disputed either via the Club's internal procedures or via the ASA.

Further details on internal disputes can be found at www.britishswimming.org in the Wavepower manual.

Please note that the Club also has the right to suspend a swimmer where parents, carers or associated adults have breached the Code of Conduct for Parents.