



Heath Town Swimming Club

Discipline Policy and Procedure

Heath Town Swimming Club recognises that most of our members meet and exceed the club's expectations of behaviour and conduct and we pride ourselves on this in training, at galas and even outside of swimming. The aim of discipline is to achieve a safe, well-ordered environment in which quality teaching and training can take place. Some swimmers will experience discipline difficulties at some point in their training. To ensure a consistent and fair approach to discipline, the Code of Conduct is made available to all coaches, teachers, swimmers, and their parents. It is a matter of policy that swimmers who do not follow the Code of Conduct will be corrected and if necessary, sanctions applied. Coaches and teachers are responsible for the management of swimmers' behaviour within their training sessions, ably assisted by pool assistants, volunteers, team managers, and poolside helpers, who must all consistently deploy the discipline model below.

As a swimmer in any activity held by a club, or when you are representing the club, you are expected to meet the following requirements with regards to your conduct during any such activity or event:

- Swimmers are expected to arrive at poolside at least 10 minutes before the start of their swim training session.
- Swimmers are expected to place utmost emphasis on their training sessions, including but not limited to recognising that others have a right to train without distraction.
- Swimmers are expected to be polite and respectful and always pay attention to the coach and poolside helpers (including but not limited to, refraining from talking with other swimmers whilst training instructions are being issued).
- Swimmers are expected to be always polite and respectful to their fellow swimmers (including but not limited to, physical aggression, reckless behaviour, or swearing / verbal abuse).
- Swimmers should enter and leave the water as instructed by the coach or poolside helper.
- Swimmers must respect the pool and equipment e.g., they must not pull on or sit on the lane ropes, throw equipment etc.
- Swimmers must be respectful to members of the public and other users of the swimming pool, changing rooms and shower areas.

If a swimmer displays disruptive or disrespectful behaviour during the session, the following procedure should be followed:

1. A verbal warning should be issued – this should be issued as privately as is reasonably possible with a brief explanation for the warning.

2. If the warning is ineffective in resolving the matter or a behaviour of a different inappropriate type begins during the remainder of the training session, the swimmer will be instructed to leave the water for up to 10 minutes.
3. They will be instructed to get a towel to wrap and stay warm until the end of the 'time out' and should sit on poolside, refraining from communicating with anybody.
4. Ideally the poolside adult who issued the warning and/or removed the swimmer should engage in a restorative conversation with the swimmer until they are satisfied that the swimmer is suitably remorseful, where the chance of further inappropriate behaviour is minimal. If this point is reached, the swimmer should be permitted to re-enter the water. If this point is not reached, the swimmer will not be permitted to participate in remainder of the training session and will be instructed to shower and get changed.
5. If the swimmer is permitted to re-enter the pool, they are expected to comply with expectations and should be treated in the same way as the other swimmers.
6. If the same swimmer is instructed to leave the water for a second time, within the same training session, the swimmer will not be permitted to participate in the remainder of the training session. In this situation, the swimmer will be instructed to shower and get changed. In the event of a swimmer being instructed to leave the water twice within one training session, it is likely that the swimmer will be excluded from the next training session.

If a swimmer demonstrates aggressive, offensive, abusive, or defiant behaviour, they may be instructed to leave the water, with no possibility of participating in the remainder of the training session. In this event, the swimmer will be instructed to shower and get changed. In the event of a swimmer being removed with no warning, it is likely that the swimmer will be excluded from at least the next training session. In this situation, the Club Chair will be notified.

If a swimmer is involved with the ongoing bullying of another swimmer or physical assault, they may be instructed to leave the water, with no possibility of participating in the remainder of the training session. In this event, the swimmer will be instructed to shower and get changed. It is likely that the swimmer will be excluded from training sessions for at least a week or more, depending on the severity of the incident. In this situation, the Club Chair will be notified.

The parents/guardians of any swimmer (16 years or under) asked to leave the pool, will be notified at the earliest opportunity, ideally at the end of the training session or as soon as reasonably possible. Agreements will need to be made about future conduct prior to that swimmer being permitted to train/compete further.

If necessary, senior staff within Heath Town Swimming Club will be required to engage in disciplinary meetings with the swimmer (and parents, if the swimmer is under 16 years or under), with the potential for a swimmer to be excluded from training/competing temporarily or permanently with the club. Please note that if the behaviour of a parent of a member of the club is not acceptable at any time, the child concerned may be asked to leave the club and membership cancelled.