

Member's Code of Behaviour



Bromsgrove SC is affiliated to Swim England and is expected to conduct our activities within the rules of the association. Full documentation may be found here:

<http://www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/>

The following is a summary code of behaviour that members are expected to follow, not an exhaustive list. Please read this document carefully to ensure you are aware of the expectations of you as a member of Bromsgrove Swimming Club.

Introduction

Bromsgrove Swimming Club is a friendly, caring club that wants swimmers of all abilities to have a good time and improve their swimming capabilities. However, BSC is mainly run by volunteers who help and coach in their own time. Coaches and volunteers who are giving up their free time, will only continue to do so if they feel that the swimmers are paying attention, following the rules and are polite and respectful. Equally BSC expects the coaches, parents and volunteers to also follow the rules and be polite and respectful. BSC will not tolerate abusive behaviour or violence towards adults or swimmers.

You are expected to follow the Code of Conduct whilst partaking in any activity held or sanctioned by the club. This includes in the use of all social and electronic media.

Breach of this contract by any member, parent, guardian or swimmer may result in sanctions, including revocation of membership of Bromsgrove Swimming Club.

Behaviour Expectations

Changing Rooms

Coaches are **not** responsible for any swimmers in the changing rooms, however under the duty of care to safeguard children, the club has a responsibility for the wellbeing of children in the changing rooms. Therefore, the club may place an officer in the waiting area to allow the children to call for assistance if required.

Parents are responsible for all children 8 years and under.

For children over 8 (and those supervised) are expected to adhere to the following:

- Changing rooms are to get showered and changed in – not for messing about in
- Swimmers must only go in the changing rooms of their own gender
- Other swimmers' belongings must be left alone
- Swimmers must be responsible for their own belongings
- Swimmers must remember that the public may be using the changing rooms at the time and that swimmers represent the swimming club

Poolside / gala behaviour

Coaches are responsible for all swimmers whilst they are on poolside, not when they go to the changing rooms or toilets. Whilst the club wants swimmers to have fun, swimmers are at the pool to swim!

- Respect all other swimmers
- Must not behave inappropriately to other swimmers
- Must follow the coaches' instruction and listen carefully
- Other swimmers' belongings to be left alone
- Must be responsible for their own belongings
- Must remember that the public may be using the pool at the same time
- Violent behaviour and bullying will not be tolerated in our club

At galas:

- Do not mess about poolside
- Be respectful towards the coaches
- Do not touch the equipment
- Stay out of the way of officials and poolside helpers
- Be quiet at start of races
- Support and encourage all swimmers in the team

Disciplinary action / Sanctions for Breach of the Code of Conduct

Bromsgrove swimming club prefer not to issue any form of disciplinary action, and all incidents will be discussed first with the swimmer, explaining that the behaviour is wrong and why.

The following procedures are in place for training sessions:

YELLOW CARD

If poor behaviour is witnessed by a coach a verbal warning will be issued. Any warnings issued to swimmers will be in a discreet manner and will NOT be shouted across the pool for all to hear. Swimmers will be asked to address their behaviour by a coach, team manager or chaperone and a verbal request to modify behaviour from coach, team manager or chaperone made.

Examples of behaviour where a yellow card may be issued to a swimmer:

- Missing lengths for no reason.
- Not following instructions set by the coach/teacher.
- Poor lane discipline (not leaving five seconds between swimmers)
- Talking over the coach/teacher.
- Poor behaviour in the water.

ORANGE CARD

If the poor behaviour continues the offending swimmer(s) will be issued an orange card. At this point the swimmer will be asked to sit poolside. It is at the coaches' 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.

Examples of behaviour where an orange card may be issued to a swimmer:

- Repeated violation of all above examples for yellow card.
- In addition, more serious behaviour issues such as swearing.

RED CARD

If the poor behaviour continues again, after the swimmer has returned to the pool, then the swimmer will be asked to leave the session and a red card will result in the swimmer missing training sessions. The parents/guardians will be informed and asked to collect the swimmer. The coach involved in the incident will discuss the incident with the head coach and they will decide on the length of duration of the suspension (max 1 week). The swimmer will be asked to meet with the head coach and/or welfare officer with their parents/guardians to discuss how positive behaviour will be maintained.

Examples of behaviour where a red card may be issued to a swimmer:

- Repeated violation of orange card.
- In addition, any other behaviour which may endanger other members, bullying of other members or any vandalism of property.

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. However, if it is noted that swimmers are consistently being issued with a yellow card or more than two orange cards over a week's period, this will be noted by the coaches as persistent poor behaviour and discussion with parents/guardians will be required.

If a swimmer is repeatedly issued a red card, the chair (in conjunction with the committee) will decide if temporary exclusion is necessary. The swimmer and parents/guardians will be notified of the period of suspension; fees are non-refundable in these circumstances.

Any red cards that are issued will be detailed on an incident log. The incident log will then subsequently be discussed at the following committee meeting to decide if further action is required.

Behaviour that may lead to temporary exclusion

Persistent disruptive or unmanageable behaviour, physical or verbal aggression, behaviour that is a danger to others or theft are regarded as serious breaches of the Code of Conduct and may require investigation by club officers. **During this time the swimmer may be excluded from swimming sessions.**

Fixed term or permanent exclusion

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 individual 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.

Equality, Diversity and Inclusion

- Swim England and British Swimming have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in swimming (as competitors, officials, coaches and administrators) irrespective of their race, gender, disability, age, sexual orientation and faith and ability.
- This code of conduct includes the Association's commitment to address equality, diversity and inclusion in swimming, therefore, the club will not tolerate:
 - Discrimination on the grounds set out above
 - Harassment
 - Bullying
 - Abusive or insensitive language
 - Inappropriate behaviour detrimental to any individuals or groups of individuals
- Swim England and British Swimming are governed by the laws of England and Wales (and Scotland where applicable) and will seek to ensure that its participants are committed to addressing its responsibilities under the Equality Act 2010, Equal Pay Act 1970, and the Human Rights Act 1998.
- Committees, officials, and volunteers in all aquatic disciplines must address this responsibility to support equality diversity and inclusion in our sport. Any misdemeanours and breach of this code of conduct will be dealt with by the club in the first instance.

** I have read and agree to adhere to the code of conduct*

Signed: _____

Print: _____

Date: _____