



Behaviour and Sanctions Swimmers, Coaches and Parents

SWIMMERS

Where an individual's attitude, behaviour or conduct is deemed to be inappropriate and to have a negative effect on both their own and fellow swimmers' ability to train as desired, coaches may take the following action in order to resolve the difficulties:

- a) Speak on a 1:1 basis with the individual, clarifying the expectations and belief in their ability.
- b) Review session plans to ensure they are appropriate for ALL swimmers attending the session.
- c) Determine and consider any other factors that may possibly be affecting the individual, for example age (is the swimmer mature enough and physically able to cope with the training demands), sickness, injury* or any personal circumstances.
- d) Where an individual's behaviour has a negative effect on those within their lane the disruptive swimmer will be removed and placed in a lower lane.
- e) Where coaches are forced to reprimand swimmers every effort must be made to resolve the situation amicably and without fuss, however if a coach is forced to reprimand a swimmer on three occasions in the same session then on the fourth occasion the swimmer will be removed from the water for the remainder of the session. If this situation occurs the coach is expected to speak directly and privately with the swimmer's parents at the end of the session and complete a report to the Headcoach and Committee with details of the incident.
- f) In the case of consistent unacceptable behaviour or lack of effort in training, coaches will review the situation and in consultation with the club committee a decision may be made to either remove and demote the swimmer to a lower squad or ask the swimmer to leave the club.
- g) Swimmers who arrive more than 5 minutes late to a training session will be expected to give a valid reason, should this become a persistent issue then coaches must in the first instance speak with parents, should this not solve the issue then coaches have the right to refuse swimmers entry into the water and participation in the training session.

**(It is the parents responsibility to inform coaches of any injury their child is carrying without this coaches will expect all swimmers to train to their full ability)*

Whilst coaches are keen for all swimmers to train hard and consistently they must anticipate that this will not always be the case and on some occasions allowances may need to be made. Coaches must always bear in mind that whilst they desperately want each and every swimmer to reach their full potential ultimately it is the swimmer who can make this happen, not the coach!

COACHES

Where a coach's (both paid and voluntary) attitude, behaviour or conduct is deemed to be inappropriate and detrimental to the reputation of the club and well being of the swimmers, the committee will take the following action:

- a) The Club Chairman and Headcoach will discuss the issues with the coach. Should the concerns be with the Headcoach then the club chairman and one other elected committee member will discuss the issues.
- b) Request a meeting between the coach in question and the executive committee.
Where this situation has been instigated by receipt of a written complaint, a separate

meeting will also be arranged between the complainant and the executive committee. In order for the coach to understand and prepare for the meeting they will be informed of the details of the complaint.

- c) Where a coach is in breach of the Clubs Code of Conduct and other supporting documentation, for example; Health and Safety, Role Description, Service Agreement or Club Constitution. The executive committee will serve a formal written warning for any such issues to be addressed and resolved within a given timescale.
- d) Should an amicable resolve not be achieved following any of the above, the Executive Committee will exercise the dismissal of the coach.
- e) In all cases the decision of the executive committee will be final.

PARENTS and SPECTATORS

Where a parent or spectators behaviour attitude or conduct is deemed to be detrimental to the reputation and working procedures of the club, the committee will impose the following actions;

- a) The coach will discuss any issues and concerns directly and privately with the parent/spectator reminding them of the Parent/Spectator Code of Conduct.
- b) The coach will make a written report to the committee detailing any incidents that have occurred.
- c) Should the parent continue to disregard the clubs code of conduct, the executive committee will exercise the right to revoke any membership held and ban the individual from attending any training sessions or club competitions

The club will of course endeavour to resolve any issues amicably however parents and spectators are required to appreciate and accept the clubs rules and show respect for both the coaches and the swimmers efforts at all times.