



Members Code of Conduct

The purpose of this Code is to establish your rights as a swimmer, the respect you should expect, and also the respect you show other swimmers, coaches and volunteers. This code describes the minimum standard of behaviour required of swimmers both on and off poolside and applies to training sessions, galas and events. In order to maintain the Club's reputation and the safety and wellbeing of swimmers, all members must abide by the Rules of the Club.

As a member of our club, you have the right to:

- Feel safe and know how you can raise concerns and be listened to
- Be involved and contribute towards decisions within the club or activity.
- Be respected and treated fairly by every member of the club.
- Feel welcomed, valued and not judged based on your race, gender, sexuality, faith, ability or any other relevant characteristic.
- Be encouraged and developed with our help and support.

As a member of our club we expect you to:

- Treat all individuals with due dignity and respect and always display a high standard of behaviour.
- Treat everyone equally and never discriminate against another person on any grounds including that of age, sexual orientation, gender, faith, ethnic origin or nationality.
- Not use abusive language, bully, harass or act in an aggressive manner at any time.
- Report any poor behaviour by others to an appropriate Club officer, coach or staff member.
- Support and encourage your fellow swimmers.
- Make your coach aware if you have any difficulties attending training sessions.
- Arrive in good time on poolside before the training session starts to complete pre-pool warm-up.
- Inform the coach if you need to leave the pool during a training session.
- Listen to what your coach is telling you and obey promptly all instructions. This includes any instructions at galas from team managers and any of the officials on duty.
- Swimmers must listen carefully to their coach and follow all pool rules and lane etiquette, including swimming considerately, using lanes correctly, completing all sets, respecting others in the pool, and reporting any concerns to an appropriate adult.
- Always wear club uniform and caps when representing the Club.
- Never leave an event until either the gala is complete, or you have the agreement of the coach or team manager.



Mixed changing rooms – you are expected to:

- Behave in a responsible, orderly and appropriate manner in the shower area and changing rooms and change as quickly as possible.
- For everyone's safety, swimmers must walk calmly in the changing rooms and must not run, splash, pour water, or play around.
- Respect the property of other swimmers and any of the facilities and equipment provided.
- Members must behave respectfully at all times, maintain personal privacy, use designated cubicles, and avoid, inappropriate comments, or any behaviour that may make others feel uncomfortable.

Managing minor behavioural concerns

For minor behavioural concerns during training sessions, coaches may, at their discretion, apply an informal approach

- An initial verbal reminder of the standards expected
- Followed by a temporary withdrawal from the session to reflect on behaviour
- And, if necessary, removal from the session.

Repeated use of this process for the same swimmer may result in escalation to the formal disciplinary procedure outlined below. Any serious or direct breach of the code of conduct will be addressed immediately through the formal process.

Breaches of the code of conduct

Breaches of this Code of Conduct will result in disciplinary action being taken against you by the club committee following the stages outlined below.

Stage 0: Verbal warning - Verbal request to modify behaviour from Coach, Team Manager or Club officer. Parent/ Guardian informed if under 18.

Stage 1: Formal verbal warning will involve a meeting with relevant club officer, swimmer and parent/guardian (if under 18). The meeting will be followed up by an email from the Club Committee confirming the agreed change in behaviour.



Stage 2: Written warning issued following repeated poor behaviour and a disregard to the Club Codes of Conduct. A meeting will be held with relevant club officer, swimmer and parent/guardian (if under 18) consider discussing and implementing a behaviour contract at this stage.

The meeting will be followed up with formal correspondence from the Club Committee confirming the meeting discussion and agreed actions, including a copy of the behaviour contract if implemented at this stage.

Stage 3: Final written warning - Following a disregard of the agreements as outlined in stage 2. A meeting will be called and include the relevant Club officer, athlete and parent/guardian (if under 18) to discuss a behaviour contract being issued if not previously implemented.

The meeting will be followed up with formal correspondence from the Club Committee confirming the meeting discussion, a copy of the behaviour contract agreed by all parties and an outline of the consequence of any further breaches.

Stage 4: Further action including sanctions – In accordance with the Clubs Constitution any continual breaches following the final written warning may result in your dismissal from the club. Only the Club Committee can withdraw membership of a swimmer. Any serious incidents or behaviour which may be criminal will be reported to the Police and any other relevant authority.

Signed:

Date: