



Disciplinary Procedures Swimmer Behaviour:

Expectations for appropriate behaviour are laid down in the Code of Conduct for Swimmers. Very occasionally a swimmer may breach this code and the following outlines club procedures to deal with these rare occurrences.

All swimmers should adhere to the lane etiquette outlined by their coach. They must respond to and be respectful of the needs of other swimmers in their lane and poolside. Constant badgering or annoyance of other swimmers will be viewed as a breach of that code.

Rudeness and refusal to do as reasonably requested by a teacher or coach is not acceptable. Swearing, loudness, fighting or bullying will never be tolerated.

Discipline of the class or squad is initially the responsibility of the teacher or coach in charge. If a swimmer deliberately breaches the code of conduct they should be asked to change and return to poolside for the remainder of the session.

In the event of repeated incidents, the matters will be reported to the Chief Coach/Swim School Coordinator. Parents will be informed and temporary exclusions will be enforced. It is expected that swimmers will take the time to remedy their actions.

Where swimmers continue to disregard warnings, their performance will be reviewed by the Performance Panel. Recommendations and targets for improvements will be set and the swimmer allowed a maximum period of three months for continual improvement towards these targets. Failure to meet them will mean a recommendation to forfeit their place in that squad.

For serious incidents involving bullying, abuse or harm to others or bringing the club into disrepute, the swimmer will be temporarily suspended by the coach in charge pending investigation. The coach will immediately inform the Welfare Officer and a panel will be formed consisting of one coach, a member of the welfare panel and an independent member of the club, to investigate the circumstances and effects of the incident. The Welfare Officer will inform the family of the timescale for this. Outcomes may include reinstatement or recommendation to the committee for withdrawal of membership.