



Bristol Penguin Olympic Swimming Club

Behaviour Policy

The Club shall comply with Swim England guidelines and Code of Ethics as defined in the Swim England handbook. The Club will conform to the Child Protection Act.

BPOSC is a friendly club that wants to maintain an environment whereby all swimmers are able to achieve their potential through enjoyable sessions that are focussed on swimming. Our coaches, teachers, and other volunteers will follow BPOSC Codes of Conduct in addition to the Swim England behaviour guidance and codes of conduct.

This behaviour policy is designed to:

- Promote and recognise positive behaviours
- Give guidance on unacceptable behaviour
- Provide a fairness and consistency through a clear structure for any sanctions that may be required
- Allow all swimmers the opportunity to focus on their swimming and to enjoy their sport
- Develop in swimmers a sense of self-responsibility and self-discipline

Bristol Penguin Olympic Swimming Club will:

- Follow the BPOSC Codes of Conduct
- Treat all swimmers in the same positive manner and give them the same amount of attention.
- We will ensure swimmers are selected for competition on their ability and in accordance with club policy
- Encourage all swimmers to value their hard work and performance, and not just results
- Provide positive and constructive feedback to swimmers and parents
- Consider the well-being and safety of swimmers before development of performance
- Ensure all activities are appropriate to the age, ability and experience of those taking part
- Be positive role models and set good examples to the swimmers through our conduct, appearance, manner and language
- Develop an appropriate working relationship and act in an appropriate manner with swimmers, based on mutual trust and respect
- Deal with reported behaviour issues in accordance with club policy and will involve the Conduct and Welfare Committee where necessary

BPOSC value and appreciate positive behaviour with the following in addition to normal practice:

- Verbal praise to swimmer
- Verbal praise to parent/carer through email or phone call or in person
- Special Achievement Awards at summer and Christmas parties
- Attendance awards
- Swimmer of the term trophies
- Club Captain roles

Swimmers need to follow the BPOSC Code of Conduct for Members. Where they do not follow this, the following restorative steps and sanctions will be used in a fair and proportionate manner.

- Verbal request – with swimmers asked to modify their behaviour
- Verbal warning – swimmers asked to modify their behaviour and reminded about the sanctions below if behaviour is not improved
- Time out – up to 10 mins on poolside followed by conversation with coach
- Time out – parents to reinforce appropriate behaviours
- Removal from session – parents to be informed
- Conduct committee meeting with parents & swimmer
- Behaviour plan
- Temporary suspension from any or all of training, social events, meets. Fees will not be refundable in these circumstances
- Termination of membership following an investigation and meeting of the Welfare and Conduct Committee

Reporting issues:

- Swimmers need to report behavioural issues to their teacher or coach in the first instance.
- If the issue is with a swimmer or coach please contact the Lead Coach (Josh Jobbins) or Swim Academy Coordinator (Polly Mullen) or Welfare Officer (Polly Mullen) or, if necessary, Swim England Child Safeguarding Team on 01509 618700.