



Club Disciplinary Procedures

Swimming is a sport which requires high levels of personal and team discipline. The best place to acquire such discipline is in the training pool. Discipline is also important so that training sessions run smoothly and the best use is made of the skills and input of coaching staff. On occasion, it is necessary to exercise sanctions against swimmers who disrupt sessions. We hope this does not happen very often, but these guidance notes outline the Club Procedures.

The best people to exercise discipline are the coaching staff and the Committee expects and trusts them to exercise their best judgment. Therefore, the Committee, on behalf of all the members, delegates primary responsibility for discipline at swimming sessions to those on poolside. All coaching and poolside staff subscribe to the club's Codes of Conduct and are bound by the club's Equity and Safeguarding Children Policies. They are responsible to the Club Coach, who is in turn answerable to the Committee.

If a swimmer is, in the view of poolside staff, persistently disruptive, the senior coach in attendance will adopt the following policy: -

1. On first offence, the swimmer will be asked to leave the session. They will be asked to get dressed and await collection. If possible and appropriate, a carer will be contacted to collect them.
2. On second offence, the above approach will be adopted, but the swimmer will also be suspended for a number of training sessions. The number of such sessions will be at the discretion of the Head Coach and will be adjusted to match the circumstances.
3. On third offence, the approach in 1 and 2 will be adopted, but a formal letter will be sent by the Committee, warning of permanent exclusion from the Club. At this stage, the sanction will be exclusion from team selection as well as exclusion from a greater number of training sessions than in step 2, the duration of which will be described in the Letter.
4. A further offence will result in permanent exclusion from the Club.

Parents have the right at any stage to express their views, in writing, to the Committee. The Club has adopted the ASA guidance on the resolution of internal disputes. At all times, they will seek to resolve disputes with the interests of **ALL** members in mind. However, they will also give their full backing to coaching staff who have exercised their professional judgement within the Codes of Conduct to which they subscribe.

CABSC Committee
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