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| **Daventry Dolphins Club Rules & Code of Conduct** This document has been updated to include the views of our senior swimmers as members of the club, it is about establishing a policy with guidelines and procedures for all, it outlines the responsibilities and behaviour of all Swimmers, Coaches and Members of the Daventry Dolphins Swimming Club**.** It is expected that the principles of the Club’s Code of Conduct should be followed at ALL events including training sessions. (See also the Code of Conducts for members, parents’ and committee, volunteers, and officials). **Swimmers - Our Personal Code of Conduct and Behaviour**As swimmers we should always be respectful towards our coaches, A high standard that reflect favourably on ourselves, the sport, and the Club. Language in public or relevant group situations must always be appropriate and socially acceptable.As Swimmers we can, should, and will ask our coaches for feedback, if we have any concerns we will get out and talk the coach present in a reasonable and respectful manner. As swimmers we should always try and complete the training set and not sit out on poolside as this can have an adverse effect on others.Senior swimmers should set a good example for the younger swimmers and junior squads at DDSC. We worked hard and should be proud to be in the top squad, we are the face of Daventry Dolphins Swimming Club, we are the inspiration that gives the junior swimmers the determination to reach their goals.Our Attendanceat training sessions and specified galas is expected unless there are extenuating circumstances and has previously been agreed with our coach. Throughout any external meets we will always inform our team manager of their whereabouts (this includes leaving poolside to use the changing/toilet facilities).As swimmers it is essential that we are punctual and ready for the start of a training sessions and any open meets/galas As Swimmers we should always be respectful towards each other**Coaches – Expectations from a Swimmers, Parents and Committee**The coaching team should operate as a cohesive unit, and always be working towards the same goal, the swimmers goal! Coaches need to be respectful towards the swimmers and act in a high standard that reflect favourably on ourselves, the sport, and the Club. Language in public or relevant group situations must always be appropriate and socially acceptable.The Head Coach will meet with the Senior squad at the beginning of each training cycle to discuss the upcoming training goals & sets, i.e. What they will be doing? Why they are doing them? What improvements he would expect to see? In turn swimmers will be able to ask questions they may have about the training. A member of the committee will be present.Coaches will ask swimmers to leave who they feel are disruptive and are having a negative impact on others training alongside them, and parents of those swimmers need to respect that a coach does not ask someone to go home for no reason.Coaches should encourage swimmers to ask for feedback on ways they can improve and progress, setting them short term goals to work on during the training cycles. Working together in unisonAs Coaches we set an example to our swimmers we should always try and be punctual and prepared for every training session/gala and open meet we attend.**Committee – Club Rules** **From a swimmer’s perspective** **and feedback to Chairman:** As committee members most of you may be parents of swimmers, we ask that you think about all member when making discissions on our behalf - not just your own. **Personal appearance:**shall be appropriate to the circumstances and as indicated by the head coach/team manager. Team kit and equipment shall be worn as directed by the head coach/team manager when competing and training, when assembling or travelling, at official team functions or on other occasions as notified.**Consumption of Alcohol**is totally forbidden for athletes’ underage as defined by UK Law. It must not be consumed by adult swimmers or staff members whilst en route, prior to or following a competition event, training camp or team activities, without specific consent of the head coach/team manager. During competition alcohol is strictly forbidden to ALL staff and swimmers.**Smoking:** is prohibited by swimmers and staff whilst en route, prior to, during and following a competition event, training session or team activities. This now also includes ‘vaping’.**Illegal and Performance Enhancing Drugs and Substances**are strictly forbidden. Swimmers are expected to be aware of the current list of banned substances and particular care must be exercised if anyone is on medication prior to or during a meet. (eg: some cold & influenza remedies can contain banned substances).The use of these, even though they may not appear on the official banned list in respect of performance enhancing drugs, is nonetheless prohibited.**Medication:**It is important that information on all medication being currently taken should be reported to the team manager who will report it to the relevant personnel. Allergies to any medication must be reported to the team manager and must be included on the consent form. All medicines to be clearly labelled with the Swimmers name. Never share medication.In addition, it is expected that all members of the Daventry Dolphins Swimming Club, when attending any event or training session shall:* Comply with the codes, rules and laws within the guidelines set out by the ASA.
* Behave without discrimination on the grounds of race, colour, language, religion, birth, or social status as set out in the equal opportunities policy.
* Respect the basic human rights, worth and dignity of each member.
* Not encourage swimmers, volunteers, officials, or parents to violate the rules of the club or the sport.
* Observe the authority and decisions of all officials and coaching staff.
* Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.
* Treat other competitors and teams with respect, in victory and defeat

 **Sanctions:**Breaches of the Club Rules or Code of Conduct shall be dealt with in the first instance by the Team Manager or Coach. He /she shall report any incident(s) to the Club Executive Officers who shall take such further action as is deemed reasonable.**Complaints:** All internal Disputes between members of the club for alleged breach of the club rules or codes of conduct will be dealt with by following the Swim England Judicial regulations guidelines.**Complaints about Employees:** Any complaints about a paid employee’s will be dealt with by following the club disciplinary process or ACAS Guidelines |
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