

## **Swimmers Code of Conduct**

- Arrive with the correct equipment, in plenty of time for training, and be ready to train/exercise at the beginning of the session.
- Show respect for team-mates, coaches, club officials, pool staff, parents and members of the public.
- Always have a positive attitude.
- Always use respectful language.
- Listen and respond quickly to the coach.
- Respect others in the changing rooms.
- At competitions, wear Dulwich Dolphins' kit; show respect for other competitors; and listen carefully to all instructions.
- Ensure that all communication with other members of the club is of a positive nature.

## **Parents' Code of Conduct**

- Ensure that swimmers are on poolside in good time for training. Ensure there is a coach present to supervise your child before leaving the pool area.
- For children aged 9 years or under, a parent or carer must be present in the building/complex while they train.
- Ensure that your child is collected on time at the end of training. It is not the responsibility of the coach to look after your child after the session is finished.
- Please be respectful to all swimmers, coaches, other parents, club officials and committee members.
- Encourage swimmers to behave appropriately in training and at galas.
- Contact the coach at the end of the training session or another appropriate time, if your swimmer is having any problems. Please do not interrupt the training session to do this.
- Support all swimmers during training, galas and championships in an appropriate manner.
- Do your utmost to ensure that all communication between all members of the club, both adults and children, is of a positive nature.
- Please stay in the spectator areas during training and galas. Do not enter the poolside unless invited.
- Pay membership, training and gala entry fees on time.

## **Anti-Bullying Policy**

We are committed to providing a caring, friendly and safe environment for all our swimmers. Bullying of any kind is unacceptable. Bullying can be physical, verbal, in writing or transmitted electronically.

### **Procedure**

1. In the first instance, attempt to stop the bullying through talking amongst yourselves and pointing out to the bully that he/she is wrong.
2. If it is not possible to stop the bullying, report it to the Squad Coach, Head Coach or Club Welfare Officer (The latter can be contacted by email). All concerns will be dealt with in confidentiality.
3. If the problem still persists, a meeting will be convened in with the Club Welfare Officer or another appropriate club official and the Squad/Head Coach may also be invited, depending on the type of incident/s. The purpose of such a meeting would be to discuss the issues, a way forward and a potential solution.
4. An attempt will be made to help the bully (bullies) to change his/her (their) behaviour.
5. If mediation fails and the bullying continues, the club will initiate disciplinary action.

## **Disciplinary Policy**

1. Firstly a letter or email will be sent to parents outlining the concerns.
2. If the problem continues, the coach will schedule a meeting with the parent and swimmer together.
3. If the problem still persists, in consultation with the Welfare Secretary, there will be a minimum period of suspension, the length of which is decided by the coach and authorised by the Head Coach, but not shorter than one week.
4. Finally, there will be a reintegration strategy for the swimmer to take into account expectations and what will happen if the problem persists, including a squad move or leaving the club.

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I confirm that I have read the Swimmers' and Parents' Codes of Conduct, the Anti-bullying Policy and Disciplinary Proceedings Policy and promise to abide by them while I am a member of the club.

Signature of  
Parent

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Date

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I confirm that I have read the Swimmers' Code of Conduct, the Anti-bullying Policy and Disciplinary Policy and promise to abide by them while I am a member of the club.

Signature of  
Swimmer (if over  
8 yrs old)

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Date

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