



# Bromley Swimming Club - Behaviour Policy 2022-2023



## Traffic Light System

This document sits alongside and used in conjunction with our code of conduct for Swimmers, code of conduct for Swimmers Behaviour whilst at Training and Competition.

**Failure to comply with the code of conduct may lead to sanctions and even dismissal from Bromley Swimming Club.**

*Our swimmers should make the most of the many and varied opportunities at Bromley Swimming Club.*

*Relationships should be fostered to generate a sense of kindness, warmth and mutual respect based on the club's over-riding swimming club aims: 'Always Better'*

Stage	Examples of unacceptable behaviour	Process	Sanction	By whom	Notes
STAGE 1 MILD BEHAVIOUR ISSUES	<p>Too noisy Talking over / interrupting Coaches, Team Managers, Officials Annoying teammates Repeated messing with equipment Being impolite/Rude Ignoring pool / squad rules Not following the instructions of the adult in charge Not clearing up after yourself at a Gala</p> <p><i>This is not an extensive list</i></p>	Verbal sanction	Nothing	The Coach or Person in charge of squad, team, or facility	
STAGE 2 REPETITIVE MILD BEHAVIOUR ISSUES	As Stage 1 examples	Verbal sanction x2	Reflection time. Time out (5 to 10 minutes) to reflect and comprehend the situation	The Coach or Person in charge of squad, team, or facility	
STAGE 3 REPETITIVE MILD BEHAVIOUR ISSUES	As Stage 1 examples	Verbal sanction x3	Reflection time. Time out (5 to 10 minutes) to reflect and comprehend the situation. Inform parent/carer why the child sat out.	The Coach or Person in charge of squad, team, or facility	The Coach to inform Welfare Officer if Verbal sanctions were needed x 3 Welfare Officer to move to stage 4, see below Sanctions.
STAGE 4 BAD BEHAVIOURAL ISSUES <i>(Or 3 or more Verbal sanctions for mild behaviour issues)</i>	<p>Answering back to Coach Hitting Unkind actions/ language Swearing Disrespecting pool/ lane etiquette Leaving the pool without telling Coach Blatant disregard to facilities rules</p> <p><i>This is not an extensive list</i></p>	<p>1. Swimmer will be sent to get changed and to return poolside to Coach to await their parent /carer. 2. Parent/carer and Coach to discuss the behaviour at a convenient time</p>	<p>1. Welfare Officer /The Head Coach notified. 2. Welfare Officer to speak with Parent/Carer involved. 3. Bromley Swimming Club Committee informed : Sanction A- Verbal warning- Sanction B - Written warning 4. Written communication will be sent to Parent/Carer regarding sanction above</p>	The Coach or person in charge of squad team, or facility- The Head Coach Parent/Carer . Welfare Officer.	



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Stage	Examples of unacceptable behaviour	Process	Sanction	By whom	Notes
STAGE 5 SERIOUS BEHAVIOUR CONCERNS	<p>Verbal/ physical bullying Racist/sexist/homophobic comments Wilfully disobeying The Coach Stealing Damaging property/vandalism Disobeying changing room etiquette and rules Anti-social behaviour Posting anything '<i>which is judge as malicious</i>' about Bromley Swimming Club, its coaching team , committee members, officials, volunteers and your fellow team mates, using your own social media</p> <p>Bringing the club into disrepute</p> <p><i>This is not an extensive list</i></p>	<p>1. Suspended from swimming with immediate effect 2. Committee informed 3. Parent/Carer called to a formal minuted panel hearing</p>	<p>Parent/Carer will be informed in writing of the outcome of the hearing as soon as is feasibly possibly</p> <p>Possible outcomes: 1) No Action 2) Suspension and positive behaviour plan put in place on re-entry into the club by swimmer, parent/carers and coach 3) Excluded from a particular event/competition i.e. club activities, team selection etc 4) Expulsion: in the most serious of cases or where behaviours are so repetitive despite warnings. Bromley Swimming Club will consider terminating a swimmer's membership where it feels it is in the best interest of the club and its members to do so.</p>	<p>The Coach or person in charge of squad., team, or facility. The Head Coach Parent/Carer Welfare Officer Bromley Swimming Club Committee County Welfare Officer (if applicable) Regional Welfare Officer (if applicable)</p>	



Bromley Swimming Club is affiliated with Swim England.

We adhere to Swim England Handbook.

We adhere to The Rules of Bromley Swimming Club constitution as of May 2022.

We adhere to Wavepower in the first instance with regards to all Behaviour/Safeguarding Issues.

PLEASE NOTE: If Behaviour fails into the Serve Category - Stage 5. The Swim England Handbook, Rule and Regulations 150-155 will be implemented.

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