



DURHAM CITY

Amateur Swimming & Water Polo Club



BEHAVIOUR POLICY

Introduction

The club is committed to providing a caring, friendly and safe environment for all our members so they can train in a relaxed and secure atmosphere. The club acknowledges that to ensure such an environment exists for all, unacceptable behaviour by members must be addressed in a prompt but fair manner. In addition, the majority of coaches and poolside volunteers will only continue to give their time if they feel that members are polite, show respect and follow the rules. Equally, the coaches, volunteers and parents are also expected to follow the rules, be polite and show respect.

The club does not tolerate any abusive behaviour or violence towards any adults or children. Bullying in any form is not acceptable. Please see the club anti-bullying policy

For behaviour in Changing rooms please see Changing room Policy

Poolside Behaviour

Coaches, poolside volunteers and Team managers are responsible for all members whilst they are on poolside. Parents, guardians and carers should only be on poolside when invited and under exceptional circumstances. Club officials may be on poolside as part of their role while undertaking official club business.

Whilst the club wants members to enjoy their training, the members are primarily there to train. Pool sessions may take place at a number of places. Members must remember that other clubs or members of the public may also be using pool facilities. Any bad behaviour from members will reflect on the club as a whole.

Members of the club are expected to behave as follows:

- Members must respect all other members and abide by the club rules.
- Members must not behave inappropriately to others
- Members must listen to the coaches/volunteers/team managers and follow their instructions
- Members must not talk when coaches are talking
- Members must be responsible for their own belongings.
- Other peoples' belongings must be left alone.
- All incidents of bullying or violent and abusive behavior will result in suspension from the club pending investigation
- Members must be quiet and well behaved when waiting for the session to start as excess noise may impact on others including sessions that already taking place in the pool

Gala /Tournament Behaviour



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- Information will be communicated over what time members need to be on poolside.
- Members must stay with the team at all times and if leaving the pool area, inform a coach or team manager where they are going
- Coaches, volunteers and Team Managers are responsible for all members on poolside, however, at lunchtime, the members will be unsupervised.
- Members must behave on poolside, in changing rooms or other areas of the facility. Respect must be shown to other users of the facilities. Instructions given by staff or officials at other pools must be followed.
- Members must not interfere with equipment on poolside.
- It is expected that members clear away any mess that they make and dispose of litter in the appropriate place.
- Members must ensure that officials and poolside helpers are given the space to undertake their role.
- Swimmers must listen to their coaches and go to the marshalling areas in a timely fashion when directed.
- Water polo players must ensure that they listen to their team talk and arrive on poolside at the designated time for warm up
- Club kit must be worn on poolside between races or matches
- Club hats must be worn in the pool
- Members must be quiet at the start of races or matches
- All members should support and encourage the other members of the club.

Disciplinary Action

The club would prefer not to have to issue any form of disciplinary action, however, if a coach, volunteer or team manager has to speak to a member of the club about their behaviour, then the following actions will be taken. It is expected that a single minor incident of bad behaviour will be dealt with by a verbal reprimand; however, repeated instances of this will lead to the member being sent out of the session.

Consequences for poor behaviour

Low level bad behaviour or more major behavioural issue- **Out for remainder of session**

Second time - **1 week suspension and a behaviour contract**

Third time - **removed from the club permanently**

Parents/guardians/carers will be informed by email when any part of the process has been invoked. This will explain what the behaviour was and why it is unacceptable. In the event that external issues are affecting the behaviour of the member, discretion will be used. A behaviour contract will also be considered under these circumstances.

Any member sent out of a session is expected to sit in the spectator gallery until the end of the session or until their parent/guardian/carer is able to collect them.

If there are further instances of bad behaviour where exclusion from the session has not produced an improvement, this will then lead to a one week suspension and if the behaviour continues, a permanent exclusion may be considered.

It is essential that coaches document incidents of bad behaviour so behaviour can be monitored. The same procedure will be followed at Galas and tournaments. The lead coach for the competition will have responsibility for any disciplinary action. If parent/carer/guardian has concerns over the implementation of the policy, it should be raised with the head coach in the first instance. Any coaches issuing warnings or taking other action should ensure that they are dealing with the incident in a fair manner. If more than one member is misbehaving, the severity of the warning should be explained to everyone involved.

Mobile phones/devices with cameras

The use of devices containing a camera in the changing rooms is strictly forbidden. Devices with cameras **must be kept in the bags of members when in the changing rooms**. Any member of the club found taking photographic images in the changing rooms will be subject to disciplinary action.

All parents/guardians/carers or members are encouraged to report incidents informally to the relevant coach/volunteer/team manager or the Welfare Officer. All issues will be dealt with in strict confidence.

Should it be felt that a verbal reply is not sufficient, a formal written complaint can be sent to the Club Secretary. It will then be dealt with in line with the Complaints Procedure.

Approved June 2019