



CODE OF CONDUCT – Swimmers

At all times:

1. Be courteous and helpful to all other swimmers, parents, coaches' club members and officials.
2. Will treat everyone equally and never discriminate against another person associated with Swim England on any grounds including that of age, sexual orientation, gender, faith, ethnic origin or nationality.
3. Understand that the use of inappropriate or abusive language, bullying, harassment or physical violence will not be tolerated and could result in action being taken through the disciplinary or child welfare policies.
4. Will not go onto poolside unless a designated Club official is present
5. Accept the instruction and guidance of the coach, at all times and without delay. Give your best 100% of the time.
6. Welcome any new club members and give them guidance when needed. I will always display a high standard of behaviour at all times.
7. Will always report any poor behaviour by others to an appropriate officer or member of staff.
8. Respect the property of others and never tamper with pool equipment. As well as respect the privacy of others, especially in the changing facilities.

At Training:

9. Be on time and bring everything you need for training. Arriving in good time will allow myself to complete the warm up as directed by the coach.
10. Co-operate with the guidance and instructions from the coaches. If you have an individual question, discuss it with your coach without interrupting the session for other swimmers.
11. Will make my coach aware if I have any difficulties in attending training sessions as per the rules of the squad.
12. Always inform the coach if I need to leave the pool for any reason during training.
13. Will listen to my coach at all times and obey any instructions.
14. To avoid accidents, I will always swim into the wall as I would do in a race, and practice turns as instructed.
15. I will not pull on lane ropes or obstruct others from completing their training.
16. I will not skip lengths or sets – to do so, means I will only cheat myself.
17. If I have a problem with the behaviour of fellow members, I will report them at the time to an appropriate adult.

At Competitions:

18. Arrive in good time to warm up with your teammates always a minimum of 20 minutes prior to the start of the schedule warm up schedule, unless otherwise stated.
19. Participate according to the rules and in the spirit of fair play. Regardless of the level of the competition, I will always show respect to my coach, the officers and my team mates.
20. Wear club uniform: club costume, swim cap and tee-shirt as directed by the Team Manager or Club Coach.
21. Understand that I will be required to attend events and galas that the HC/Director of Swimming has entered or selected me for, unless agreed otherwise.
22. I will warm up before the event as directed by the coach in charge on that day and ensure I fully prepare myself to race.
23. I will be part of the team and will therefore stay poolside with the team unless instructed otherwise.
24. Be friendly to other swimmers in the marshalling area. Before events, relax, focus on your race.

25. Always congratulate other swimmers after the race regardless of results. Always support my team mates.
26. Accept the judgement of officials and team managers.
27. I will swim down after the race if possible, as advised by my coach.
28. I will never leave an event until either the gala is complete or I have the explicit agreement of the coach or team manager.

Sanctions:

Breaches of the Code of Conduct shall be dealt with in the first instance by the Team Manager or Coach/Teacher present. He/she shall take further action as deemed necessary in liaison with the appropriate club personnel at the various levels dependent upon the level of the sanction. These sanctions are not intended to humiliate or make an example of a child. The aim is to help the child think about his/her actions and take responsibility.

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| Stage 1 | Verbal sanctions |
| Stage 2 | For mild problems (see appendix 1) – Loss of training time. |
| Stage 3 | For serious problems (see appendix 1) – The swimmer will be sent to get changed and to report to coach in charge this may result in an informal discussion with parents. |
| Stage 4 | Formal discussions with parents resulting in a structured plan of action to curtail child’s behaviour. This stage may involve Executive Committee members. |

Monitoring

Aims to ensure consistence throughout the club to monitor the effectiveness of the policy on swimmers behaviour and attitudes.

The Club monitors the implementation of the behaviour policy in the following ways

Reviewing and evaluating policy and procedures annually.

- A record of incidents to be kept regarding individual swimmer, using levels of behaviour check list (appendix 1)
- Teaching/coaching staff regularly discuss individual behaviour concerns with Chairperson.
- Parent Representatives to report behaviour issues to full committee meeting.
- Individual plans reviewed to monitor and to measure effectiveness of strategies put in place to moderate behaviour.

Having read and understood the above Chelsea and Westminster Swimming Club Code of Conduct, I agree and comply as a member in good standing.

Member’s Name: _____

Member’s Signature: _____

Date: _____

Appendix 1

Examples of Behaviour:

Mild Problems-

- Interrupting
- Being impolite
- Talking when the teacher/coach is talking
- Annoying other people
- Ignoring poolside/ Changing room/ Land training rules
- Not following adults directions
- Being too noisy

Bad Problems –

- Answering back to the teacher/coach
- Hitting someone in a temper – overacting
- Spitefulness and being unkind in language and actions
- General antisocial behaviour, i.e. lack of social skills
- Swearing

Serious Problems –

- Obscene language or gestures
- Wilfully disobeying the teacher/coach
- Arguing with the teacher/coach
- Stealing from another child or adult
- Damaging property
- Verbal/Physical bullying
- Racist language or remarks
- Putting the club in disrepute