****

**CODE OF CONDUCT – Swimmers**

**As a member of our club, we understand you have the right to:**

* Enjoy the time you spend with us and know that you are safe
* Be told who you can talk to if something is not right
* Be listened to
* Be involved and contribute towards decisions within the club or activity
* Be respected by us and other team members and be treated fairly
* Feel welcomed, valued and not judged based on your race, gender, sexuality, faith or ability
* Be encouraged and develop your swimming skills with our help and support
* Be looked after if there is an accident or injury and have your parents/guardians informed, where appropriate.

**As a member of our club or activity we expect you to:**

**Essentials**

1. Keep yourself safe by listening to your coach or teacher, behave responsibly and speak out when something isn’t right
2. Take care of our equipment and premises as if they were your own
3. Make it to training and competitions on time and if you’re running late, let a member of the club know
4. Make your coach or teacher aware if you have any difficulties attending training or competitions
5. Not wander off, or leave training or a competition without telling your coach, teacher, or team manager
6. Bring the right kit to training and competitions
7. Follow the rules of the club, squad, or activity at all times
8. Respect the privacy of others especially in the changing rooms.

**Behaviour**

1. Make our club and activity a fun, happy, friendly and welcoming place to be
2. Respect and celebrate difference in our club or activity and not discriminate against anyone else on the grounds of age, gender, race, sexual orientation, faith or ability
3. Understand that the use of abusive or inappropriate language, bullying, physical violence or any other behaviour which hurts others will not be tolerated by the club
4. Not use any device to take photographs or footage of others in the changing rooms or cubicles
5. Report any concerns you have about others taking photographs or footage of others in the changing rooms or poolside
6. Understand that poor behaviour may result in the club taking disciplinary action against you. Any behaviour which may be a criminal offence will be reported to police by the club
7. Report any incidents of bullying or unkind behaviour to the club, even if you’re just a witness
8. Treat other children with respect and appreciate that everyone has a different level of skill or talent
9. Support and encourage your teammates, tell them when they’ve done well and be there for them when they are struggling
10. Respect the children and adults competing for other teams at competitions
11. Respect the committee members, coaching and teaching team and all volunteer helpers at the club
12. Get involved in club decisions, it’s your sport too

**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.

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 Chairman.
* 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