

## Code of conduct requirements for swimmers from all disciplines

The purpose of this document is to establish a minimum standard of behaviour by swimmers both on and off poolside. This applies at training sessions, in changing rooms, during travel and galas. In order to maintain the club's reputation of providing a friendly, safe and disciplined environment for everyone's wellbeing, all members must agree to abide by the rules contained in this Code of Conduct. The word "swimmers" when mentioned in this Code of Conduct includes water polo players and synchro members. Please take this opportunity to review this code with your swimmer(s) to ensure they know what is expected from them. It is important that they understand that these are requirements (not guidelines) and they understand the possible sanctions. If you have any questions regarding the contents, please contact the head coach or welfare officers and we will be pleased to discuss this further.

We may amend this Code of Conduct from time to time without prior notice. When we change this document in a material way, we will update the version date at the bottom of this page. The amendment will take effect once the revised Code of Conduct is available via a link on our homepage [www.seagullsswimming.club](http://www.seagullsswimming.club). You are advised to check our website regularly for any amendments (but amendments will not be made retrospectively). For significant changes to this notice we will try to give you reasonable notice unless we are prevented from doing so.

### General behaviour

1. Treat all members of Seagulls Swimming Club, including coaches, parents, fellow swimmers and all those connected with the Swim England with respect.
2. Treat everyone equally and never treat someone differently because of their age, sexual orientation, ethnic origin or nationality.
3. The use of rude or abusive language, bullying, harassment, or physical violence will not be tolerated and could result in action being taken through the club disciplinary or child welfare policy.
4. Display a high standard of behaviour at all times. Always report any poor behaviour by others to a coach or welfare officer.
5. Recognise and celebrate the good performance and success of fellow club and team members.

### Changing rooms

1. Swimmers must behave in a responsible and well behaved manner in the shower areas and the changing rooms and change as quickly as possible.
2. Respect the property of other swimmers and any of the facilities and equipment provided.
3. Be respectful and considerate of all leisure centre users at training venues, galas and open meets.
4. Consider the health and safety of others and ensure that kit bags and belongings are contained

within lockers or stored without blocking exit points, gangways or causing trip hazards on the floor.

5. Obey any instructions from changing room staff, who will also help if you have a problem.
6. At all locations change in the relevant single sex changing areas if provided.
7. Consider there may be much younger swimmers present in the changing rooms, so remember you are required not to use rude or abusive language.

### Swimming training

1. Treat your coach and fellow swimmers with respect.
2. Make your coach aware if you have difficulties in attending agreed training sessions.
3. Arrive in good time on poolside before the training session starts to complete poolside warm up as directed by your coach.
4. If you arrive late report to your coach before entering the pool.
5. Ensure you have all your equipment with you, i.e. paddles; kick boards, hats, goggles etc.
6. If you need to leave the pool for any reason during training inform your coach before doing so.
7. Listen to what your coach is telling you at all times and obey instructions given.
8. Always swim to the wall as you do in a race, and practice turns as instructed.
9. Do not stop and stand in the lane; do give way to other swimmers trying to pass you. Don't obstruct others from completing their training, impede their progress, or hold onto their legs.
10. Do not pull on the ropes as this may injure other swimmers.
11. Do not skip lengths or sets - you are only cheating yourself.
12. Think about what you are doing during training and if you have any problems discuss them with your coach at an appropriate time.
13. If you have any problems with the behaviour of fellow club members let your coach, a committee member or your parents know at the time.

### Competition

1. At competitions whether they be open meets, national events or club galas always behave in a manner that shows respect to both your club coaches, officers, parents and team mates and the members of all competing clubs.
2. You must wear appropriate swimwear and Club Kit as stipulated by the club.
3. Report to your club coach and / or Team manager on arrival on poolside.
4. Warm-up before the event as directed by the coach in charge on that day and ensure you fully prepare yourself for the race.
5. Be part of the team. Stay with the team on poolside. If you have to leave poolside for any reason inform and in some cases get the consent of the team manager / coach before doing so.
6. After your race report to your coach for feedback.
7. Support your team mates. Everyone likes to be supported and they will be supporting you.

8. Swim down after the race, if possible again as advised by your coach. Be respectful of other swimmers and make sure you using the swim down area in the right way.
9. Never leave an event until either the gala is complete or you have the clear agreement of the club coach or team manager.
10. Always report any concerns regarding the health and safety of any other swimmers competing.

### Travelling to away galas

Swimmers must:

1. Remain seated throughout the journey.
2. Not interfere with any safety equipment including alarm buttons, switches, handles etc.
3. Use the seat belts at all times where provided.
4. Respect the condition of the vehicle and place any rubbish into bags that may be provided.
5. Follow any instructions from the driver.

### Sanctions/Punishment

Failure to comply with these codes could result in disciplinary action. A verbal warning is generally the first stage, in the presence of a parent if the swimmer is under 18. This is usually issued by the head coach or a welfare officer. A verbal warning will be followed by a confirmation email from the Committee detailing the reasons for the warning. If breaches of the code of conduct continue, the following disciplinary action can be taken:

1. Written warning and agreement to follow a behaviour contract.
2. Temporary exclusion.
3. Membership withdrawal.

The Committee can, if required, withdraw the membership of a swimmer - a decision not taken lightly, but taken in the interests of the safety and well-being of the swimmers and club as a whole.

Where an initial incident is considered serious, the head coach or welfare officer may choose to bypass the stages of verbal or written warnings. In these cases, the incident may be referred to the Committee to consider and possibly implement a temporary exclusion or a permanent membership withdrawal.

Serious incidents will be reported to the Swim England in accordance with their guidelines.