



BEHAVIOUR POLICY

Introduction

Durham City Amateur Swimming Club (DCASC) is committed to a club environment in which all members participating in its activities have a safe and positive experience, that quality teaching and training can take place, and training happens in a fun and secure atmosphere.

The Code of Conduct is in place to help everyone understand what is expected when you are part of the club (Codes also exist for coaches, parents, swimmers, and volunteers). These can be found on the Club website. Also included at Appendix 1 to this policy are more details about the types of behaviour expected in training and when competing in galas.

There is a separate policy relating to behaviour in the Changing Village including the use of mobile phones.

Sanctions

Breaches of 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. It is expected that a single minor incident of bad behaviour will be dealt with by verbal reprimand. However, repeated instances will lead to Stage 1 being invoked. A major incident may lead to Stage 3 being invoked immediately.

Stage 1 – Loss of training time. The swimmer will be sent to get changed and to report to the coach in charge, this may result in an informal discussion with parents. The swimmer will be expected to remain in the Spectator gallery until collected by a parent/guardian.

Stage 2 – Formal discussions with parents resulting in a structured plan of action to curtail the child's behaviour and 1 week suspension from all activities including galas. This stage may involve Executive Committee members and/or Welfare Officer.

Stage 3 – Expulsion from the Club

Monitoring

Aims to ensure consistency 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 procedure annually.

- A record of incidents to be kept regarding individual swimmer.
- Teaching, coaching staff regularly discuss individual behaviour concerns with Club Secretary

- Individual plans reviewed to monitor and to measure effectiveness of strategies put in place to moderate behaviour.
- Examples of behaviour – Listed below

EXAMPLES OF BEHAVIOUR

Low Interrupting Being impolite Talking when the teacher/coach is talking	Moderate Annoying other people Ignoring poolside / changing village / land training rules Not following adults' directions Being too noisy Interfering with other people's belongings	Serious Answering back to the teacher / coach Hitting someone in temper – overreacting Spitefulness and being unkind in language and actions General antisocial behaviour i.e. lacks social skills Swearing Causing disharmony	Major Obscene language or gestures Wilfully disobeying the teacher / coach Arguing with the teacher Stealing from another child or adult Damaging property Verbal / physical bullying Racist language and remarks Sexual and lewd remarks Putting the club in disrepute Abusing leisure centre staff verbally or physically
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Appendix 1: Expected Behaviour

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 people's 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 are already taking place in the pool
- Members must behave on poolside, in changing rooms or other areas of the facility. Respect must be shown to other users of the facilities.

Gala /Tournament Behaviour

- Information will be communicated over what time members need to be on poolside.
- Members must always stay with the team 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 should be worn on poolside between races or matches
- Club hats should be worn in the pool
- Members must be quiet at the start of races or matches