

## Disciplinary Procedures

Maintaining respectful and positive conduct during training and club events with Orpington Ojays is of utmost importance. All members are ambassadors for the club and contribute to a supportive team environment reflecting the values of dedication, sportsmanship and inclusivity that the club stands for and contributing to the club's reputation and success. Please refer to Club Codes of Conduct and Constitution documents.

1. All disciplinary issues will be dealt with promptly by the coach/teacher/team manager in the first instance.
2. Swimmers will receive an informal verbal warning. This will be noted in the register.
3. A subsequent breach of the same or a different rule will result in a strike and the swimmer will be asked to sit out of the activity. This will be recorded (by the welfare officer) and will be communicated to you (or your parent/guardian) by letter or email.
4. Further breaches will be noted in the same way until a maximum of 3 have been reached, at which point the matter will be brought before the committee and a decision will be made as to further disciplinary action.
5. Strikes will remain valid for a period of 3 months and are transferable if the swimmer changes squads.
  - The strikes are given entirely at the discretion of the coach on poolside at the time and will be given for a breach of any of the club rules.
6. In the case of a serious breach of discipline, the committee may decide to give a formal warning, reallocate the swimmer to a different squad, suspend the swimmer from training for a period of time to be decided by the coach/committee. In the case of very serious breaches the swimmer may be excluded from the club.