



North Tyneside Swimming Club

The Lakeside Centre, Southgate, Killingworth, Newcastle upon Tyne NE12 6SA

Behaviour Policy

EXPECTATIONS OF BEHAVIOUR

Our swimming environment should promote a positive ethos emphasising the following:

- Making friends
- Having fun
- Swimming fast
- Respect for others and their property

With this environment established, the club still needs to maintain this ethos by having consistent, clearly explained rules with consequent sanctions which reinforce the required patterns of behaviour in swimmers.

AT ALL TIMES, THE EXPECTATION OF SWIMMERS IS THAT THEY SHOULD TREAT OTHERS IN THE SAME RESPECTFUL WAY THAT THEY EXPECT TO BE TREATED.

All coaches, team managers, poolside helpers, committee members and carers have an important role to play in ensuring that the positive ethos of the club is reinforced at all levels.

Children must be continually made aware of the norms required and the reasons for them. The expectations are clearly set out in the Code of Conduct that all swimmers have signed.



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Sanctions

Cases of minor misconduct can, at times, be dealt with informally. What action is reasonable will depend on each individual circumstance of the particular case, but where a minor issue arises the following steps may be taken:

1. On the first occasion the coach will speak to the swimmer concerned and clearly explain that their conduct is unacceptable and must stop immediately if they wish to continue in the training session;
2. If the swimmer continues to act in an unacceptable manner, they will ask the swimmer to leave the water and sit poolside for 5 minutes. The swimmer will again be addressed as to why they have been removed and given a final warning that if their conduct continues to be unacceptable they will be removed from the session;
3. A further instance will indicate the swimmer does not wish to swim in the training session and they will be told to leave the pool immediately.

At all stages the swimmers' parents will be informed about the coach's actions and the reasons for it.

Any further repeats of unacceptable behaviour at subsequent training sessions or events will result in the swimmer being asked to leave the session/event and the Chair will be informed. A written warning will then be sent to the swimmers' parents/carers.

Serious breaches of reasonable behaviour (for example, fighting, bullying, damage to facilities) may, at the discretion of the Chair, lead to an instant suspension of the swimmer from North Tyneside Swimming Club. This suspension will remain in place until a disciplinary subcommittee can be convened where a decision will be made on the individual concerned and the relevant action required.



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Please note that depending upon the severity of the behaviour, North Tyneside Swimming Club may bypass or invoke the above procedure at any stage.

The above are examples of a non-exhaustive list of what constitutes unacceptable behaviour and North Tyneside reserve the right to amend this list at any time depending on the changing circumstance within the Club.

Right to Appeal

All swimmers have the right to appeal against any decision made under this code. Any appeal should be made in writing to the Club Secretary, within 14 days of the penalty being given. The swimmers name and details of the appeal should be stated. This will then be formally discussed at the next management committee meeting and the individual will be informed of the decision made.