



Behaviour Policy

INTRODUCTION

Wear Valley ASC is a competitive club that wants all our swimmers to reach their full potential, both in and out of the pool.

At WVASC certain standards of behaviour are expected from all of our members. We are proud of the standards of behaviour at our club and we carry this into competitions.

The expectations of all **MEMBERS**:

- Follow rules of the club, squad or activity at all times.
- Respect & celebrate differences in the club. No discrimination against anyone on the grounds of gender, race, sexual orientation, faith, ability, or any other relevant characteristic.
- Abusive or inappropriate language, bullying, physical violence or any other behaviour which hurts others will not be tolerated.
- Respect the privacy of others, especially in the changing rooms.
- Do not use any mobile device, at any time in the changing areas. Report any concerns.
- Report any incidents of bullying or unacceptable behaviour to the coaches and/or the welfare officer even if you're just a witness.

In addition **Parents are also expected to:**

- Behave positively as a spectator at training/competitions & treat others with respect.
- Give encouragement & support to your swimmer.
- Respect swimmers competing at competitions.
- Respect all volunteers, committee members, coaches and teachers at the club.

In addition **COACHES & TEACHERS** are also expected to:

- Lead by example creating & promoting positive behaviour & a safe culture.
- Encourage swimmers to behave in a positive manner & follow the rules of the club and the sport.
- Use positive & constructive methods when teaching & coaching and ensure programmes are appropriate to age, ability and experience of the swimmers.
- Always put the well being, health & safety of the swimmers before all other considerations including the development of performance.

In addition **COMMITTEE MEMBERS, OFFICIALS & VOLUNTEERS** are also expected to:

- Adhere to your role responsibilities allowing others to adhere to theirs.
- Promote a positive & welcoming environment & culture within the club.

CODES OF CONDUCT

All members upon joining or at the time of membership renewal, will have agreed to the Swim England Codes of Conduct adopted by WVASC, which run through the expected behaviour of all members including athletes, volunteers, committee members, officials, parents as well as coaches and teachers. If you are considered to have breached the Club Codes of Conduct, this document is designed to guide you through the clubs internal disciplinary process to make sure that you are aware of how the codes of conduct are dealt with.

WHAT THIS POLICY DOES NOT COVER

This section is written according to Swim England Judicial Regulations & Wavepower. it does not cover the following:

Safeguarding and Welfare. All members deserve the right to feel safe in our sport and it is important that all clubs adopt Wavepower, which is Swim England's safeguarding policy. If you have a safeguarding concern, then please email the club's welfare officer.

A dispute or complaint between two or more club members. This will follow the Club Complaints procedure (regulation 107).

Breach of the Swim England Handbook (including the Code of Ethics). This will follow Swim England's Judicial Complaint procedure (regulation 108).

CLUB DISCIPLINARY PROCESS

There will be 5 stages of the Club disciplinary process which will ensure a clear process in dealing with a breach of the Club Codes of Conduct and therefore all members know what to expect. This policy compliments the Club Codes of Conduct and therefore should be read in conjunction with them.

Throughout all stages, those involved in the disciplinary action, have a right to complain via the Club Complaints route if either party is unhappy. More information can be found here:

<https://www.swimming.org/members/how-to-resolve-issues-with-your-club/>.

The Club can issue a sanction for any breach of the Club codes of conduct at any stage. All sanctions must be time-bound and shared with all parties. Examples of a Club sanction include but are not limited to:

Being removed for the remainder of the session.

Having to complete additional educational training.

Temporarily excluded from club competition selection.

Temporarily excluded from club social activity.

Temporarily excluded from all club activity.

Issuing a written apology to those that the behaviour impacts.

Being monitored at training sessions for a fixed period of time.

Being issued with a performance review.

Stage 0 – Informal verbal warning

Stage 0 will be an informal verbal warning and will involve a verbal request to modify behaviour from the coach, teacher, team manager or any other Club officer and will lead to a parent/guardian (if under 18) being informed.

Stage 1 – Formal verbal warning

Stage 1 will be a formal verbal warning and will involve a meeting with the relevant Club officer, athlete and parent/guardian (if under 18). The meeting will be followed up by an email from the Chair confirming the agreed change in behaviour.

Stage 2 – Written warning

Stage 2 will be a written warning, issued following repeated poor behaviour and a blatant disregard to the Club Codes of Conduct. This may or may not be the same behaviour previously shown. A meeting will be called and include the relevant Club officer, athlete and parent/guardian (if under 18). The meeting will be followed up with formal correspondence

from the Chair confirming the meeting discussion, the required change in behaviour and an outline of the consequence of any further breaches.

Stage 3 – Final written warning

Stage 3 is the final written warning, following a disregard of the agreements as outlined in stage 2. A meeting will be called and include the relevant Club officer, athlete and parent/guardian (if under 18) to discuss a behaviour contract being issued.

The meeting will be followed up with formal correspondence from the Chair confirming the meeting discussion, a copy of the behaviour contract agreed by all parties and an outline of the consequence of any further breaches.

Stage 4 - Further action including sanctions

As indicated by the Club Codes of Conduct and throughout this policy, continued breaches following the final written warning being issued, may result in your dismissal from the club.

Any dismissal will follow the formal [club complaint process](#) (regulation 107) involving the Club, athlete and parent / guardian (if under 18).

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