



MEMBERS DISCIPLINARY PROCEDURES

It is Crawley Swim Club's policy to be inclusive at all times and to work with swimmers and their parents to help them reach the required standards of behaviour.

However, please remember that the Club has a duty of care over all its members and cannot allow the behaviour of individuals to unduly affect the wider membership and younger members in particular.

Breaches of the Code of Conduct for Swimmers will be dealt with in the first instance by the Coach.

If the coach feels that there is any breach of the code of conduct they will have the discretion to take any of the follow action

1. Verbal Warning -The swimmer may be reprimanded by way of a verbal warning.
2. Time Out -The swimmer may be asked to leave the pool for a period of time and not re-enter until the coach has determined they can i.e. "time-out"
3. Exclusion -The swimmer will be asked to leave the pool and that training session. In these circumstances the swimmer will change and sit on poolside until the end of the session, unless the parent/carer is present to take that child home.

Any incident of this nature the coach will inform the parents as to the reasons of exclusion.

The Welfare Officer will record the incident in a disciplinary book with date, time and description of behaviour.

Swimmers breaching the code of conduct at galas or open meets will also be subject to the clubs disciplinary procedure and can be excluded from such events at the discretion of the Coach/Team Manager on the day.

Any further behaviour issues will result in either the swimmer being suspended until such time as determined by the Club or permanent exclusion from the Club, depending on the severity of the incident. A behaviour contract may also be used.

At the discretion of the Club's coaches, managers or officials, any offence which in their opinion is deemed serious enough can be escalated up the behaviour system without recourse to prior sanctions.

Any threatening, intimidating, aggressive, physical or inappropriate behaviour will result in the swimmer being immediately suspended until further notice and until the committee has had the opportunity to consider the matter.

Final decisions on disciplinary matters will be made by the Club committee.

Any decision can be disputed either via CSC's internal procedures or via Swim England.

Further details on internal disputes can be found at www.swimming.org in the Wavepower manual. See link:

<https://www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/>

Please note that the Club also has the right to suspend a swimmer where parents, guardians or associated adults have breached the Code of Conduct for Parents.

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Swim England
Pavilion 3, SportPark, 3 Oakwood Drive,
Loughborough University, Leicestershire, LE11 3QF

