

## Behaviour Policy

RTSC want all swimmers to be able to enjoy their sport, feel safe and comfortable, be able to train, perform and participate whilst still having fun and making friends as well as training to achieve their best potential. Relationships should be fostered to generate mutual respect, support and friendship.

This guideline will apply to all land and pool-based training sessions and all competitions and galas where swimmers are representing the club and coincides with the RTSC Disciplinary Policy.

Please be advised that these lists of offences are not extensive lists.

### **Stage 0 Offence: Normal Coaching Intervention/Warning – Mild Behaviour Issues**

#### **Examples of Stage 0 Offences:**

- Disruption of a training - chatting, messing around, distracting behaviour to other swimmers, annoying teammates, talking over / interrupting Coaches, repeated inappropriate use of language not directed at anyone, repeated messing with equipment, being impolite/rude to others.
- Failure to follow instructions correctly
- Ignoring pool / squad/ club rules
- Avoiding training sets by spending excessive amounts of time in the toilets
- Not following the instructions of the adult in charge Coaches, Team Managers, Officials
- Not clearing up after yourself at a Gala
- Lateness to a session without advising your coach prior to training

#### **Examples of Actions/Sanctions:**

- Time out (5-10 minutes on side of pool)
- Removed to safe area for cooling off
- Repeating part of the training set not performed well
- Change the type of work the swimmer is doing in the pool
- Moving the swimmer into another lane or another area for land-based session

#### **Lateness:**

Swimmers are expected to arrive 5-10 minutes before the start of the session to acclimatize and perform pre-swim land routines (e.g. using stretch bands, stretching). Lateness is classified as arriving after the official session start time.

#### **Management of Lateness**

- If lateness is down to the parents or traffic it will be recorded but no action taken
- If lateness is considered by the coach to cause disruption to the rest of the squad the swimmer may be asked to sit out of the session under the coach's supervision

- More than 6 late arrivals for any session within a consecutive four-week period will result in parents being contacted by the squad coach (counted from date of first offence)

### **Stage 1 Offence: Verbal Warning**

#### **Examples of Stage 1 Offences:**

- Either: a repeat offence following a previous stage 0 offence that breaches the Swimmers Code of Conduct
- Disrespectful conduct to the coach or other swimmers in front of the squad
- Deliberate disruption.
- Willful failure to follow training set/coach's instructions

#### **Actions/sanctions:**

- Verbal Warning, the coach will inform the swimmer that failure to improve behaviour during the next 30-day period will result in the possibility of a 2-session suspension.
- Email will be sent to the swimmer's parents
- Welfare Officer to be informed of misconduct

### **Stage 2 Offence: Written Warning**

#### **Examples of Stage 2 Offences:**

- Either: Repeated\* Stage 1 offences within a 30 day
- Every member represents RTSC. It is important that in all situations swimmers behave accordingly, especially during swimming meets and swim camps. If a swimmer's behaviour is deemed disruptive or disrespectful and brings the club into disrepute, then this will be classified as a stage 2 offence.
- Reported, non-sporting behaviour towards other club members (verbal and physical)
- Intentional damage to property both public or personal.
- Every member must respect the property of others and their surroundings
- Physical contact with others which has caused distress but not performed with malicious intent
- Breaking of rules of the photography policy
- Smoking/Vaping in the changing area at any of the venues we use for either training or competitions

#### **Actions/sanctions:**

- Immediate exclusion from that training session (as in Lv.2 offense).
- During pool-based training set the swimmer is sent to get changed and must sit at poolside until the end of the session under the coach's supervision. Child may leave early if collected by parent from poolside.

- During land-based training set the swimmer must sit out until the end of the session under the coach's supervision
- Exclusion from subsequent sessions until a meeting has been arranged for swimmer, parent, coach and Welfare Officer (this should take no more than 5 days)
- Following this meeting a decision will be made by the **Disciplinary Panel** regarding if a written warning is to be issued
- The written warning will be in place for 3 months and if the swimmer has any further incidents within these 3 months, then the disciplinary committee is within their rights to sanction stage 3 and/or issue a 4-session suspension.

### **Stage 3 Offence: Suspension or Termination of Membership**

#### **Examples of Stage 3 Offences:**

- Repeat Level 2 offences following a Stage 2 disciplinary action within the 3 month probation period)
- Gross misconduct
- Grossly offensive behaviour or language of an extremist nature
- Acts endangering the safety of others
- Malicious physical contact against others with intent to harm
- Consumption of or under the influence of alcohol/recreational drugs during training, camps or competitions
- Criminal acts e.g. theft
- Bullying

#### **Actions/sanctions:**

- Immediate exclusion from that training session (as in Level 2/3). The swimmer will be sent to get changed and must sit at poolside until the end of the session
- Exclusion from subsequent sessions until a meeting has been arranged with Disciplinary Panel.
- The Disciplinary Panel may deal with the incident immediately or meet to hear the evidence and decide upon actions to be taken. A Disciplinary Panel shall have the power to impose specific conditions of behaviour on the member under the guidance of Swim England.
- Suspension of the membership for up to 30 days
- termination of the membership
- membership special terms implementations- e.g. parents' supervision for a period of 3 months
- Behaviour contract
- The Welfare Officer will contact Swim England for further advice.

***Any decisions of the Disciplinary Panel will be communicated in writing.***

#### **Coach's Actions for Disciplinary Penalties**

**Discretionary Authority:**

The coach has the authority to impose appropriate penalties based on the situation. However, the penalties should be reasonable and in line with the severity of the infraction.

**Non-Humiliating:**

Penalties must be designed to correct behavior without causing humiliation or embarrassment to the individual. The focus should be on constructive feedback and improvement rather than punishment.

**Clarity of Explanation:**

The coach must clearly communicate the nature of the penalty and the specific behavior or action that led to it. This ensures the individual understands what they are being penalized for and how they can avoid similar issues in the future

**Focus on Improvement:**

The purpose of any penalty should be to encourage positive change and personal growth. The coach should provide guidance and support to help the individual learn from the experience.