



## Harlow Penguins – Swimmer Code of Conduct

### Swimmers Code of Conduct

1. Be courteous and helpful to all other swimmers, parents, coaches, club members and officials. Foul, offensive or racially abusive language should never be used.
2. Physical or verbal abuse towards other swimmers or club members will not be tolerated.
3. Do NOT go onto poolside unless a designated Club official is present.
4. Accept the instruction and guidance of the coach at all times and without delay. Give your best 100% of the time.
5. Welcome any new club members and give them guidance when needed.
6. Encourage team-mates in their swimming.
7. Respect the property of others and never tamper with pool equipment.
8. Always inform club officials well in advance if you are unable to represent the club if selected, so that a substitute can be found.
9. Adhere to the squad criteria, including session attendance outlined by the Head Coach.

### At training:

1. Be on time and bring everything you need for training.
2. Co-operate with the guidance and instructions from the coaches. If you have an individual question, discuss it with your coach without interrupting the session for other swimmers.

### At Competitions:

1. Arrive in good time to warm up with your team-mates always minimum 15 minutes before meet is scheduled to commence, unless otherwise stated.
2. Participate according to the rules and in the spirit of fair play.
3. Wear club uniform: costume, swim cap and tee-shirt as directed by the Team Manager or Club Coach.
4. Stay away from pool deck, marshals and officials unless preparing to race.
5. Be friendly to other swimmers in the marshalling area. Before events, relax, focus on your race.
6. Always congratulate other swimmers after the race regardless of results.
7. Accept the judgment of officials and team managers.
8. Always adhere to club policy in relation to mobile telephones, cameras and recording equipment.

### Sanctions

Breaches of the Code of Conduct shall be dealt with in the first instance by the Team Manager or Coach/Teacher present. He/she shall take further action as deemed necessary in liaison with the appropriate club personnel at the various levels dependent upon the level of the sanction.

These sanctions are not intended to humiliate or make an example of a child. The aim is to help the child think about his/her actions and take responsibility.

- **Stage 1** - Verbal sanctions.
- **Stage 2** - For mild problems (see appendix 1) - Loss of training time.
- **Stage 3** - For serious problems (see appendix 1). The swimmer will be sent to get changed and to report to Coach in charge, this may result in an informal discussion with parents.
- **Stage 4** - Formal discussions with parents resulting in a structured plan of action to curtail child's behavior. This stage may involve Executive Committee members.

## Monitoring

Aims to ensure consistency throughout the club, to monitor the effectiveness of the policy on swimmers behavior and attitudes. The Club monitors the implementation of the behavior policy in the following ways:

- Reviewing and evaluating policy and procedures annually.
- A record of incidents to be kept regarding individual swimmer, using levels of behavior check list (appendix 1).
- Teaching/coaching staffs regularly discuss individual behavior concerns with Chairman.
- Parent Representatives to report behavior issues to full committee meeting.
- Individual plans reviewed to monitor and to measure effectiveness of strategies put in place to moderate behavior.

## Appendix 1

### EXAMPLES OF BEHAVIOUR

#### Mild Problems

- Interrupting.
- Being impolite.
- Talking when the teacher/coach is talking.
- Annoying other people.
- Ignoring poolside /changing room /land training rules.
- Not following appropriate directions.
- Being too noisy

#### Bad problems

- Answering back to the teacher/coach.
- Hitting someone in a temper – overreacting.

- Spitefulness and being unkind in language and actions.
- General antisocial behavior, i.e. lack of social skills.
- Swearing

#### Serious Problems

- Obscene language or gestures.
- Willfully disobeying the teacher/coach.
- Arguing with the teacher.
- Stealing from another child or adult.
- Damaging property.
- Verbal/Physical bullying.
- Racist language and remarks.
- Putting the club in disrepute.

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Having read and understood the above Harlow Penguins Swimming Club Code of Conduct, I agree and comply as a member in good standing. (swimmers)

<b>Member's Name:</b>	
<b>Member's Signature:</b>	
<b>Date:</b>	
<b>Parent/Guardian Signature (if under 16):</b>	