



Dear Swimmers,

As SASC is Swim 21 accredited, we are obliged to update, establish or clarify our policies. The policies will help guide the club and ensure continued success. This document is your Swimmers Code of Conduct which specifically outlines the expected behaviour of Swimmers at the Southwark Aquatics Swimming Club.

We are fortunate to have a highly experienced professional coaching team working to develop you into better swimmers and disciplined individuals. As swimmers at Southwark Aquatics, it is absolutely essential that we give coaching staff the respect and authority they deserve to run our swim team. The coaches are employed for this purpose, and are specialists in this field.

Whilst swimmers should enjoy their training, competitive sport does require commitment, dedication, discipline and effort. This code of conduct is in place to make Southwark Aquatics a safe and positive environment for you and your team mates.

#### Swimmers Code of Conduct.

##### General Behaviour.

- Good behaviour that will not cause offence and embarrassment to any other person, is expected at all times.
- It is expected that socialising takes place outside the scheduled training sessions, not during them.
- Bullying whether physical, verbal, electronically or emotionally will not be tolerated in any form, and will be dealt with in accordance with the clubs disciplinary policy.
- All swimmers are expected to follow instructions given by any coach, team manager, designated official or club official, and to immediately comply without argument or back chat.
- Treat all members of the club and facilities with due respect including fellow swimmers, Coaches, Officials, Parents and competitors from competing clubs.
- The use of inappropriate or abusive language, harassment, discrimination or physical violence will not be tolerated and could result in action being taken through the clubs disciplinary policy or child welfare policy.
- If a swimmer is caught smoking, drinking alcohol under the legal age, or taking illegal drugs or legal drugs without corresponding doctors note from parents. Parents and the committee will be informed, and in accordance with the club disciplinary procedure will be excluded from the club without any further discussion with no chance to return.



## Training

- Swimmers are expected to show a good attitude, set a good example, and put 100% effort into their training and competitions.
- Arrive in good time for all sessions, allow 15-20 mins to stretch before the start time.
- The Head coach shall decide all squad transfers within the club for all swimmers at any time.
- Have all your equipment with you, ie paddles, kick boards, hats and goggles.
- In order to maintain consistent commitment within squads, swimmers who do not wish to compete, and who attend the training sessions to mainly socialize and stay generally fit, will be separated from competitive squads and offered a suitable training schedule for their needs and level of commitment.
- Every swimmer in the Top squad must have a log book. Points will be awarded every Monday for attendance, commitment to training, personal goal achievement and having the correct equipment at poolside. Reasonable targets will be set, and if at the end of the season a points score below the agreed level is achieved, the head coach reserves the right to remove the swimmer to a different squad without further discussion.
- Log books will highlight agreed short, medium and long term goals, all the swimmers latest PB's with dates of achievement must be written down. Swimmers must bring their log books to the training session every Monday for Head coach to sign and award points for the previous week. Failing to do so will result in losing points for the previous week.
- The swimmer and coach will agree a training schedule for the year, every session is important, therefore prior warning of any holidays is required in order to plan for this within the swimmers schedule.
- In order to maintain the required heart rates for training, all sets must be completed to 100% requirement, and in accordance with the head coaches specific instructions.
- Swimmers cannot stop at any point of the training set, for any reason (unless medical, feeling unwell) unless your coach says otherwise.
- Go to the lavatory before training begins and always ask permission from the coach before leaving the pool.
- Always swim to the wall (as you do in a race, and practice turns as instructed)
- Do not stop and stand in the lane during a set as this can be dangerous.
- Do not pull on the lane ropes.
- Do not skip elements of the set, this only cheats yourself.
- Always pick up your kit and clear away any training aids you have used during the session.
- Do not act in any way that could endanger yourself or others at your place of training, open meet or gala. This includes behaviour in and around the changing area.



### Competitions, Open Meets, Galas and Championship Events

- Correct uniform must be worn to every competition (list will be provided), failure to do so will result in losing points, and the swimmer may not be allowed to compete.
- Swimmers who are selected by their coach to represent their club at team galas or open meets must attend, and will earn points if they do so. Failure to attend without a reasonable reason will result in them losing points.
- If a swimmer regularly fails attend the open meets or galas that they have been picked for or have committed to, without medical evidence or a proper reason. The Head Coach reserves the right to exclude the swimmer from competitive squads, or in severe cases, The Club, in line with the clubs disciplinary policy.
- Missing team galas and open meets disrupts the training plan and schedule for swimmers, galas are a vital part of this process. Attending social events or family events without prior permission from the head coach is not a valid excuse for missing an event.
- At open meets always make sure you sign in and out in time.
- Always warm up and prepare yourself as instructed by your coach prior to your race.
- Support your team-mates at galas, everyone likes being supported.
- After your race, always report directly to your coach for feedback.

### Breaking the Rules.

If any swimmer fails to follow the rules of the club, the following disciplinary steps will be taken.

- On the first occasion the Coach, Welfare Officer or Official will speak to the person concerned and explain that their conduct is unacceptable and must stop.
- A further instance will lead to the offence being reported to the head coach, who will either, deduct points or issue a formal verbal warning advising that their conduct is now being seriously viewed.
- On the next occasion the swimmer will be told to leave the pool, they will be welcome at the next session and nothing more will be said about the matter if there is no recurrence.
- Any further repeats of unacceptable behaviour will result in the swimmer being asked to leave the session and a written warning will be sent to the swimmer's parents or carers.
- If the swimmers conduct does not improve they can be suspended for between 1 and 4 weeks, during this time they cannot take part in any Club activity. During the suspension all fees will be payable and no refunds given.
- Finally if after a limited period of suspension, the swimmers behaviour continues to be unacceptable, the matter will be raised at the next committee meeting with a request that the swimmer be excluded from the club.
- A panel will be set up to deal with the matter in accordance with the ASA complaints procedure. This panel will be made up of people not involved in the dispute. If the person is under the age of 18 they have the right to be accompanied by a parent or carer to help them present their case.



Breaking the Rules Continued.

- The panel will make every effort to announce their decision verbally without delay, followed by written confirmation within 5 days.
- In the event of serious breaches of behaviour, such as fighting, bullying or willful damage. The Head Coach or Welfare Officer may at their discretion impose an instant suspension. This will remain in place until a disciplinary sub-committee can be set up to decide what relevant action to take.

Right to appeal.

All swimmers, parents, carers, club members, team managers, coaches and teachers have the right to appeal against any decision. Appeals must be in writing to the Club Secretary, within 14 days of the penalty being given, stating the name and reasons for the appeal.

By signing this code of conduct I understand that these rules will provide a safe, and positive training and sporting environment for me and my team mates. I therefore agree to follow the Southwark Aquatics Code of Conduct.

Swimmers Name..... Date.....

Signature of Swimmer.....

Signature of Parent/Carer (if swimmer under 18 years old).....

