



Welwyn Garden Swimming Club

(Affiliated to Swim England Eastern Region, Swim England Hertfordshire and RLSS)

Member Disciplinary Procedure (formerly 1.3 Sanctions)

With limited training times, we cannot afford coaches wasting session time continually disciplining swimmers and if necessary, we will enlist the support of parents in resolving behavioural issues. It is hoped and expected that members will adhere to the Member's Code of Conduct. However in the instance of failure to follow these simple rules the following steps may be taken.

1. Swimmers disrupting sessions for whatever reason will be issued an initial warning by a club official. The club official will explain that their conduct is unacceptable and must stop.

2. Swimmers continuing to ignore the warning will be asked to leave the pool immediately and will be sent to the lead official, who will issue the member concerned with a formal verbal warning and advise him/her that their conduct is now being viewed seriously. He/she will then be welcome at the next activity and nothing more will be said about the matter.

3. Any further repeats of unacceptable behaviour at subsequent activities, competitions or events will result in the member being asked to cease participation. If this happens a written warning letter will be sent to the member's parents/carers.

4. If a member's conduct does not improve after this and further instances are brought to the lead official, the member will be issued with a suspension from taking part in any club activity for a period of between 1 to 4 weeks. During this time the member's fees will still be payable and no rebate will be given.

5. Serious breaches of reasonable behaviour (for example fighting, bullying, damage to facilities or any other excessive bad behaviour during attendance at training, competitions or any other club organised event) may at the discretion of the lead official (or in the case of bullying the Club Welfare Officer or other Club Officer) lead to instant suspension of a swimmer from the club. This suspension will remain in place until the Disciplinary Sub-Committee (Lead Official, Club Welfare Officer and one other Club Officer) can be convened where a decision will be made on the individual concerned and relevant action required.

6. Finally, if after the limited period of suspension, the member returns to normal training and their conduct continues to be unacceptable, then the Lead Official (or any other Club official) will ask the Welwyn Garden Swimming Club Committee to consider permanent exclusion of the member concerned. If the Club Committee upholds this request, the individual will immediately cease to be a member of Welwyn Garden Swimming Club and in this event fees will not be refunded.

RIGHT TO APPEAL

All members, parents/carers, team managers and coaches have the right to appeal against any decision made under this code. Any appeal, should be made in writing to the Club Secretary, within 14 days of the penalty being given, stating the member's name and details of the appeal. This will then be formally discussed at the next committee meeting and the individual will be informed of the decision made. Such action may be overridden by the Swim England complaints procedure.