

GATESHEAD AND WHICKHAM ASC

IN SESSION DISCIPLINARY PROCESS

Gateshead and Whickham ASC will always encourage the development of team spirit and acknowledges that this will come with excitement and boundless enthusiasm amongst some swimmers, however we must acknowledge that there need to be clear behavioural boundaries for our athletes to follow.

The Club's codes of conduct already set out what is to be expected from our swimmers and this disciplinary policy describes how our coaches will address any breaches of this during training sessions or competition. Disruptive, rude or dangerous actions must be dealt with appropriately.

The aim of this policy is to allow a consistent approach by coaches across all swimming groups towards swimmers when they fall short of the behavioural standards expected:

STEP 1 – YELLOW WARNING

Within a session, on the first instance of a swimmer breaching the behavioural standards, the coach will speak with the swimmer concerned to clearly explain that the behaviour is unacceptable and must cease immediately if the swimmer wishes to continue with the session. The coach must be explicit that the swimmer is receiving a warning under this policy.

STEP 2 – AMBER WARNING

If there are further incidents by the swimmer, the coach will instruct the swimmer to leave the water and will be temporarily excluded from the session for 5 minutes. The coach will again explain clearly to the athlete why they have been withdrawn and that the behaviour must not continue otherwise they will be ejected from the session.

STEP 3 – RED WARNING

A further instance will be taken as an indication to the coach that the swimmer no longer wishes to participate in the session. The swimmer will be directed to leave the pool immediately and get dressed. Should their parent or carer not be in attendance, then the swimmer will be told to return to poolside until collected.

Following this step, the swimmers' parents or carer will be informed, either verbally or in writing of the reasons for the session exclusion.

No further action will be taken at this point and the swimmer will be welcomed back to the next session with nothing more said about the matter. Similar behaviour by individuals at subsequent training sessions may result in immediate escalation to steps 2 or 3. In such situations, the coach concerned is to inform the head coach as soon as is practicable following the session for onward communication to the Chair. If the seriousness of the exclusion warrants it, the Chair and Head Coach may invoke a suspension of the swimmer until a disciplinary panel can be convened to investigate the full circumstances.

During the period of the suspension, standard fees will remain payable and no refund will be considered.

Coaches are to maintain a record of all transgressions which lead to the application this process.

RIGHT TO APPEAL

All swimmers have the right to appeal any decision made under this policy. Appeals should be made in writing to the Club Chair within seven days of the penalty being applied.

Any such action under this policy may be superseded by the ASA Complaints procedure and judicial processes.