

MEMBER'S DISCIPLINARY PROCEDURES

Objective

1. GCSC is committed to enforcing the Code of Conduct relating to its members. If a breach is considered to have been made by a member, then this document is designed to guide the GCSC Management Team and inform parents/carers of the discipline process. The primary objective is to encourage members to comply with the Code of Conduct and fulfil their obligations as set out in the club's policies.

General Problems

2. GCSC seeks to create the right environment to ensure every child is able to maximise his/her potential as a swimmer. Parents and guardians of all swimmers have an important part to play by encouraging their child by supporting and respecting the role of the coach to develop and deliver the training regime. Parents/guardians must also respect and support the Management Team whose role it is to run the day-to-day business of the Club. Parents/guardians have a responsibility to use procedures set down by the club to raise matters in a respectful way whether matters are related to their child's swimming performance or any administrative issues.

3. Membership may be suspended where there are outstanding issues with parents and guardians conduct until either a meeting clearing the matter has been held or an investigation etc has been positively concluded.

Four Stages of Disciplinary Action

Stage 0 – Normal Coaching or Administrator Intervention/Interaction:

4. It is anticipated that most issues can be appropriately, effectively and quickly dealt with through normal and informal intervention, interaction and discussion by the Coaches, Club Administrator / Head of Safeguarding with those parties responsible. The Coaches or Administrator / Head of Safeguarding may use their discretion and judgement to initiate and repeat Stage 0 on any number of occasions prior to moving to Stage 1, which should always be the next step once it is clear that normal interventions or interactions are not resolving the matter.

Stage 1 - Verbal Warning:

5. Where a member's breach of the Code of Conduct is persistent and is not resolved at Stage 0 then the Club Administrator / Head of Safeguarding may issue a verbal warning, a note of which will be entered into the parent's club membership file, copied to them in writing and may be referred to should there be any further incidents arising. To help the member resolve their problems a Behaviour Contract may be issued.

Stage 2 - Written Warning

1. In the case of more serious incidents, or if a further offence occurs (whether of a similar or different nature) a written warning will be issued to the parent/guardian by the Club Administrator / Head of Safeguarding. This will give reasons for the warning, the improvement required and the date when the warning expires – it will warn that action under Stage 3 of the disciplinary procedure will be considered if there is no satisfactory improvement or further acts of misconduct occur and will advise of rights of appeal. Similar to Stage 1 a note will be entered into the parent's club membership file, copied to them in writing and may be referred to should there be any further incidents arising.

Stage 3 – Suspension or Termination of Membership:

2. If conduct is still unsatisfactory and the member still fails to reach the prescribed standards despite receiving a written warning, or if the member has committed an act of gross misconduct, their membership to GCSC may continue to be suspended and/or terminated. Suspension or termination of membership may result from a serious breach of any of the Club codes or policies or those of Swim England.

3. The Management Team can make a recommendation to Trustees/Directors to terminate individual or family membership following presentation of the incident by the Club Administrator / Head of Safeguarding.

4. The Management Team & Directors will follow the procedures set down in the Club Constitution paragraph 10 regarding suspension and / or termination.

Misconduct:

5. The following are examples of behaviours which are considered to be acts of misconduct. In some cases, they may be deemed to be acts of gross misconduct and may lead to instant suspension or termination.

- a) Bully Swimmers and other Club members physically, verbally or in written communication, either directly or indirectly.
- b) Emotional abuse, ie overbearing ambition for their own swimmers
- c) Inappropriate image capturing on any devices
- d) Undermining coaching and teaching staff either verbally or in written communication either directly or indirectly.
- e) Acting in conflict with GCSC Code of Conducts or Wavepower or any other policy documents.
- f) Physical or verbal abuse or refusal to obey lawful instructions
- g) Gross breach of safety requirements likely to endanger yourself or other people
- h) Being under the influence of alcohol or drugs or possession of illegal drugs
- i) Theft, fraud, or other criminal acts

- j) Fighting and/or assaulting another person
- k) Causing deliberate damage to Club/hired property
- l) Gross negligence which causes unacceptable loss, damage or injury
- m) Sexual or racial harassment or discrimination of any kind.
- n) Harassment or discrimination on the grounds of sexual orientation or religion or religious belief
- o) Showing a lack of respect towards coaches, officials, swimmers, Club administrators or any other members of GCSC.

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