



# Corby Swimming Club Behaviour Policy

Positive behaviour is fundamental for all members of Corby Swimming Club (the Club) because it ensures a safe, respectful, and supportive environment where everyone can thrive. By adhering to the Club's Codes of Conduct (the Codes) ([Policies, Codes of Conduct - Corby Amateur Swimming Club](#)), members—including athletes, coaches, volunteers, officials, and parents—commit to upholding values such as integrity, respect, and responsibility. These standards not only foster personal growth and enjoyment in the sport but also protect the welfare of all participants. When everyone follows the Codes, it helps prevent conflicts, promotes fair play, and ensures that the Club remains a welcoming place for all. Breaches of the Codes are taken seriously, with clear disciplinary processes in place to address issues and maintain the Club's positive culture.

## **Codes of Conduct**

All members upon joining or at the time of membership renewal, will have agreed to the Codes of Conduct, which run through the expected behaviours of all members including swimmers, volunteers, officials, parents as well as coaches and teachers. If you are considered to have breached the Codes, this document is designed to guide you through the Club's internal disciplinary process.

## **What this policy does not cover:**

- **Safeguarding and Welfare.** All individuals deserve the right to feel safe in our sport and it is important that all clubs adopt Wavepower, which is Swim England's safeguarding policy. If you have a safeguarding concern, then please email the Club's welfare officer by contacting: [welfare@corbyswimmingclub.org.uk](mailto:welfare@corbyswimmingclub.org.uk)
- **A dispute or complaint between two or more Club members.** This will follow the Club Complaints procedure (regulation 107). Please find more information [here](#).
- **Breach of the Swim England Handbook (including the Code of Ethics).** This will follow Swim England's Judicial Complaint procedure (regulation 108). Please find more information [here](#).

## **Corby Swimming Club's disciplinary process**

There will be three stages of the Club's disciplinary process which will ensure a clear framework. This policy complements the Codes of Conduct and should be read in conjunction with them: <https://corbyswimmingclub.org.uk/about/policies/>

The Club can issue a sanction for any breach of the Codes or for bringing the Club into disrepute. All sanctions must be shared with all parties involved. Examples of Club sanctions that can be applied:

- Being removed for the remainder of the session.
- Having to complete additional educational training.
- Temporarily excluded from Club competition selection.
- Temporarily excluded from Club social activity.
- Temporarily excluded from all Club activity.
- Issuing a written apology to those that the behaviour impacts.
- Being monitored at training sessions for a fixed period of time.
- Being issued with a performance review.
- Suspension or termination of membership.

Where a parent breaches the Codes, the Club reserves the right to impose sanctions on the parent and their swimmer. This may include removal from the current session or event and exclusion from the Club where the breach compromises safety, welfare, or the integrity of the Club.

### **Stage 1 – Informal verbal warning**

Stage 1 will be an informal verbal warning and will involve a verbal request to modify behaviour from the coach, team manager or Committee member and will lead to a parent (if under 18) being informed. The severity, occurrence or repetitive nature of the behaviour will be monitored and the Chair of the Club may be informed. The Chair may decide to progress to stage 2.

### **Stage 2 – Written warning**

Stage 2 will be a written warning, issued following repeated poor behaviour and/or a blatant disregard to the Codes of Conduct. This may or may not be the same behaviour previously shown. A meeting will be called and will include the relevant Club officer, member or swimmer and parent (if under 18). The meeting will be followed up with formal correspondence from the Chair confirming the meeting discussion, the required change in behaviour and an outline of the consequence of any further breaches.

### **Stage 3 - Further action including sanctions**

As indicated by the Codes of Conduct and throughout this policy, continued breaches following the written warning being issued or a significant breach, may result in your membership being terminated or dismissal from the Club. These sanctions can only be approved by a special resolution of the Club Committee.

Note that if a serious incident occurs, earlier steps in this process may be omitted, and the process will move directly to a later step.