



R.A.S.C.A.L.S.

RIPLEY AMATEUR SWIMMING CLUB AND LIFE SAVERS

SwimMark
ESSENTIAL CLUB

RASCALS Disciplinary Procedure (June 2020)

This is in addition to and in no way replaces the relevant Codes of Conduct found in Wavepower 2020 - 2023

Set out below is the procedure to be followed in the event of any poolside Member of Staff, Coach/Teacher, Club Officer, Committee Member or Volunteer experiencing behaviour problems with any Member. This procedure will be used where behaviour disrupts the session or is likely to be of danger to the individual or their fellow Members.

The procedure may also be used in any situation where the poolside Member of Staff, Coach/Teacher, Club Officer, Committee Member or Volunteer feels inappropriate behaviour has taken place.

Step One Verbal warning to Member in the pool.

Step Two Verbal warning. The Member should get out of the water and be given the choice to improve their behaviour or stop training and leave the session. If the Member stops training and leaves the session the Parent/Guardian will be contacted straight way to collect their Member by the Coach/Teacher/Welfare Officer/Committee Member.

Step Three Verbal warning out of the pool. Member to be removed from the session. The Head Coach to be made aware of the incident and a written record made in the Incident Book. The Incident Books are located in the RASCALS Safes' at Ripley & Alfreton Leisure Centres. If the Incident happens anywhere else the it will be necessary to keep a separate note, to be transferred at a later date to an Incident Book or emailed to the Welfare Officer. Parent/Guardian will be informed by telephone immediately that the Member has been spoken to.

Step Four If the Member repeats their poor behaviour necessitating the initiation of **Step One, Two or Three**, a Meeting with the Parent/Guardian will be arranged by the Welfare Officer. The Parent/Guardian of the Member should be seen by the Welfare Officer and Coach/Teacher or Committee Member and a written note kept in the Incident Book. No poolside Member of Staff, Coach/Teacher, Club Officer, Committee Member or Volunteer will meet with the Parent/Guardian alone. There should always be at least one other person present.

Step Five A letter to be sent to the Parent/Guardian from the Committee.

In the event that behaviour problems are likely to cause injury **Step One** should be omitted.

The above procedure may lead to temporary or permanent exclusion from the Club.