

Arun Trident's Behaviour Framework - Training and Competitions

This document works in conjunction with Arun Trident's Code of Conducts for Athletes and Arun Trident's Behaviour Policy and sets out the standards expected from all swimmers during training and at competitions

Arun Trident's Model Behaviours

Swimmers should reflect the club's core values at all times:

- We are a friendly fully inclusive club, welcoming new members of all abilities.
- We aim to provide a high-quality programme that gives everyone the opportunity to maximise their potential in a safe, supportive and stimulating environment.
- We encourage determination, commitment, responsibility and teamwork within our structured training programme.
- We aim to inspire and develop a passion for swimming as part of a healthy lifestyle which we hope will lead to lifelong participation.

There are certain behaviours we expect swimmers to display:

Behaviour	Explanation
Integrity	Doing the right thing, even when no one is watching
Humility	Remaining modest and humble when achieving success
Positive	Having a positive outlook. When things are tough being able to deal with failure as well as success
Supportive	Of teammates, coaches, friends, parents and anyone involved with the club
Resilient & Robust	Able to handle adversity and bounce back from setbacks
Self-Managing	Taking responsibility for your own actions and being accountable
Driven	Self-motivated to make good decisions, realistic but having hunger/desire to improve
Coachable	Growth mindset, hardworking and open to new approaches

Our expectations on swimmers grow as they progress through the squad system. Swimmers in Scott 3, in particular, should be role models for the rest of the club and should exhibit the highest standards of behaviour at all times.

Training Sessions

Be on Time

Being on times does not mean arriving just as the session is about to start. Swimmers need to arrive in time to get changed, use the bathroom and complete a pre-pool warm-up.

Coaches are not always able to supervise pre-pool sessions, nonetheless all swimmers are expected to complete a pre-pool warm-up before entering the water and should plan to arrive in time to do so.

Failure to complete a suitable pre-pool warm-up may result in being asked to leave the session – coaches will provide a suitable warm-up routine to follow which will be updated as required.

Lateness disrupts the session for other swimmers and may result in the coach not allowing you to swim.

Any swimmer who has not entered the water within five minutes of the session start time can be expected to ask to leave. Please report to the coach if you arrive late.

Equipment

Swimmers must have all required equipment with them for each session, and have necessary items ready at the start of each session.

Swimmers must bring a water bottle on poolside and make sure they drink little and often throughout the session. Do not bring fizzy drinks or glass containers on to poolside.

Coaching Instructions

Please accept the instruction and guidance of the coach at all times and without delay. Show respect by listening to and following instructions.

Do not skip lengths or sets – this shows a lack of respect to both swimmers and coaches

Swimmers should make coaches aware if they have difficulties in attending training sessions. If attendance drops below 80% swimmers can expect to have their place in their respective squad reviewed.

Swimmers should think about what they are doing during training and discuss any problems with the coach at an appropriate time.

Swimmers should report any problems with the behaviour of another swimmer to the coach or another suitable adult.

Swimmers must inform the coach if they need to leave the pool for any reason during training.

Swimmers should give 100% and respect their own time, and that of their fellow swimmers.

Lane Etiquette

No Racing

Swimmers must not race with other swimmers in the lane. Swimmers should check what stroke they are swimming and order themselves accordingly

Lane Direction

Swimmers should always be aware of which direction of swimming this is especially important if they are the lead swimmer

Leave 5 seconds

Swimmers should always leave a minimum of 5 seconds between swimmers in front before leaving the wall to allow time for proper turns etc. Swimmers should always swim in speed order for all swims; this may mean changing positions on different swims/strokes.

Give Way

If a swimmer behind is quicker, swimmers should let them go in front.

No Overtaking

Swimmers must not overtake between the flags and the end of the pool. Swimmers should overtake when it is safe to do so. Swimmers must not slipstream the swimmer in front-of them

Swim to the Wall

Swimmers must not walk the last 5 metres to the pool wall – this is not acceptable and disrupts others in the lane, potentially causing a hazard. Swimmers must not block either end of the lane as this disrupts training and prevents others from turning correctly.

Finish and Line Up

As swimmers finish they must line up at the end of the pool leaving space for those swimmers behind to finish. At the end of a set line up and wait for the coach to provide instructions.

Swim Times

As swimmers progress through the squads they should know and understand the turnaround times or rest intervals for each swim.

At Competitions

Promptness

Swimmers should arrive at least 20 minutes before the advertised warm-up time and report immediately to the team manager or coach.

Warm up before the event as directed by the coach, and be fully prepared for each race.

Club Kit

When racing swimmers must wear a club hat.

Respect

Swimmers should always behave in a manner that shows respect to coaches, officials, teammates and swimmers from all competing clubs.

Swimmers must keep to the rules of the competition and those of Swim England.

Swimmers should always act in the spirit of fair play accepting the decisions of officials, coaches, and team managers.

Swimmers should stay away from the pool deck, marshals and officials unless preparing for a race.

Swimmers should wait at the end of any team gala and celebrate with our club and applaud opponent's efforts, regardless of the result.

Swimmers should understand it is an honour and a privilege to be selected to represent the club at team galas regardless of how many events they are selected

Be Ready

Swimmers should always be ready for their next race.

Swimmers should not leave poolside without permission.

Swimmers should know what stroke and over what distance they are swimming and be focused on the race.

After a race swimmers should speak to the coach for feedback.

Unacceptable Behaviour

Unacceptable behaviour can be defined as any behaviour which has a negative impact on other swimmers or coaches. Failure to comply with any of the points listed above may constitute unacceptable behaviour, however this is not an exhaustive list.

Low level unacceptable behaviour will result in consequences or sanctions as described briefly below.

Sanctions

- If your behaviour, in a training session, has a negative impact on other swimmers or coaches (in any way), you will be given a verbal warning by the coach leading the session. The coach will explain to you which behaviours are unacceptable and why.
- If, following this explanation, you continue to behave in an unacceptable manner you will be given a second verbal warning and will be asked to take time out of the session to reflect on your behaviour. Your parent/guardian will be informed.

Following two verbal warnings and reflection time should the unacceptable behaviour continue either in that training session or the next you will progress to Stage 0 of the Arun Trident's Behaviour Policy (Appendix A). This policy is based on Swim England's behaviour policy.

Please note that unacceptable behaviour may result in a swimmer being sent to get changed and to return poolside, reporting to the Coach, to await their parent/carer.

Please note that a serious breach of the behaviour policy may result in a swimmer proceeding straight to stage 2 or above.

Appendix A – Behaviour Framework

Stage	Example	Process	Sanction	Who Delivers	Notes
Stage 0 – Mild Behavioural Issues. Informal verbal warning	<ul style="list-style-type: none"> Too Noisy Talking over/interrupting Coaches/Lane Helpers Being a nuisance to teammates Being impolite/rude Repeated messing with equipment Ignoring pool/squad rules Not following instructions of adult in charge <p><i>(this is not an exhaustive list)</i></p>	<ul style="list-style-type: none"> One verbal warning If a second verbal warning is required the sanction outlined will be imposed 	Reflection Time Time out (5 to 10 minutes) to reflect and understand the situation and the impact poor behaviour has both on others and own training.	<ul style="list-style-type: none"> Coach will record and inform parent/guardian via email. If Lead Coach not present they are also to be informed. 	
Stage 1 – Repetitive Mild Behavioural Issues/ Breach of behaviour policy Formal verbal warning	<ul style="list-style-type: none"> Repeated Stage 0 examples Answering back to Coach Unkind actions/language Swearing Hitting Disrespecting pool/lane etiquette Leaving the pool without telling coach Blatant disregard of facilities rules Deliberate breaking of equipment <p><i>(this is not an exhaustive list)</i></p>	If verbal warnings have been ignored there will be a formal written warning	Meeting with Chair, swimmer, parent/guardian (if under 18) and coach	<ul style="list-style-type: none"> The meeting will be followed up by an email from the Chair confirming the agreed change in behaviour 	

<p>Stage 2 – Repetitive poor behaviour/ serious breach of behaviour policy. Written warning</p>	<ul style="list-style-type: none"> • Verbal/physical bullying • Racist/sexist/homophobic comments • Damaging property/vandalism • Disobeying changing room etiquette and rules • Anti-social behaviour • Wilfully disobeying instructions • Bringing the club into disrepute <p><i>(this is not an exhaustive list)</i></p>	<p>There will be a written warning, issued following repeated poor behaviour and a blatant disregard of the Club Codes of Conduct. This may or may not be the same behaviour previously shown.</p>	<p>A meeting will be called and include the relevant Chair, Lead Coach, swimmer and parent/guardian (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. Arun Trident's Committee will also be informed.</p>	<ul style="list-style-type: none"> • Coach and Chair 	
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Stage 3 – Final Written Warning	Examples as above, they are not an exhaustive list.	The final written warning, following a disregard of the agreements as outlined in stage 2.	<p>A meeting will be called and include the Chair, Club Officer, Lead coach, swimmer and parent/guardian (if under 18) to discuss a behaviour contract being issued.</p> <p>The meeting will be followed up with formal correspondence from the Chair confirming the meeting discussion, a copy of the behaviour contract agreed by all parties and an outline of the consequence of any further breaches.</p> <p>Arun Trident's Committee will also be informed.</p>	<ul style="list-style-type: none"> • Club Officer • Lead Coach • Chair 	
Stage 4 Further Action Including Sanctions	Continued breaches following the final written warning being issued, may result in your dismissal from the club.	Any dismissal will follow the formal club complaint process (regulation 107) involving the Club, athlete and parent / guardian (if under 18).	Please refer to Swim England Club Guidance on Imposing Sanctions.	<ul style="list-style-type: none"> • Lead Coach • Chair • Committee 	