Behaviour & Code of Conduct Policy – Brighton Surf Life Saving Club

**Introduction**

Brighton Surf Life Saving Club (BSLSC) is a friendly, caring club that wants members of all abilities to have a good time and improve their life saving skills. We also recognise our part in helping children understand what we mean by acceptable behaviour, during their journey to adulthood.

However BSLSC is run by volunteers who help and coach in their own time. Coaches and volunteers who are giving up their free time will only continue to do so if they feel that the members are paying attention, following the rules, and are polite and respectful.

Equally BSLSC expects the coaches, parents and volunteers to also follow the rules and be polite and respectful.

BSLSC do not tolerate abusive behaviour or violence towards anyone.

**The following procedure is in place for all sessions to ensure the above:**

1) If poor behaviour is witnessed by a coach a **verbal warning** will be issued.

2) If the poor behaviour continues the offending member will be issued a **yellow card**. At this point the member will be asked to **sit out**. It is at the coaches’ discretion as to the length of time (maximum 10 minutes).

3) If the poor behaviour continues again, after the member has returned to the activity, then a **red card** will be issued and they will leave the session. (A red card can also be issued immediately for extremely poor behaviour). At their next session they must confirm to the coach they have re-read the behaviour and code of conduct policy and agree to abide by it.

4) If a member receives two red cards in one term they will need to arrange a meeting with their parent and Head Coach before returning to their next session.

5) If any further red cards are given to the member during the term, the management committee, at their discretion, will be expected to suspend the member for 2 weeks.

6) If a member is suspended more than 2 times in a year, the management committee will decide next steps to try and correct the behaviour, or as a last resort decide on **expulsion** if necessary.

7) A member can appeal against an expulsion in writing or in person with their parent/s at a Committee Meeting. The decision of such Committee will be final.

8) In extremely serious circumstances the management committee reserve the right to alter the above procedure and suspend or expel if necessary.

Any red cards that are issued will be logged on the session logs, and the parent informed.

**Code of Conduct:**

All representatives and members of the BSLSC must:

\* Put the well-being, health and safety of members above all considerations including developing performance.

\* Work without discrimination and respect each member.

\* Not encourage members, volunteers, officials or parents to violate the rules of the club or the sport.

\* Observe the authority and the decisions of all officials.

\* Encourage all members to obey the spirit of the rules and laws both in and out of the water.

\* Ensure that all teaching and training and competition programmes are appropriate for the age, ability and experience of the individual member.

\* Be kitted up and ready to start any session. (If you are late you may not be allowed to participate).

\* Treat other competitors and teams with respect, in victory and defeat.

\* Treat all personal information about individual members as confidential.

\* Not drink alcohol or smoke during coaching or competition sessions.

\* Members should listen to and follow the Coaches instructions during training sessions.

\* Members should avoid any actions that might cause hurt (emotional or physical) or endangers themselves or others.

\* Changing rooms are to get showered and changed in – not for messing about in.

\* Members should report any incident or damage to a Coach or Management Committee member.

\* When representing BSLSC, only the highest standards of behaviour will be accepted.

\* Members should try at all times to be supportive of other team members and the Coach.

**Reporting Incidents:**

All parents and members are encouraged to informally report incidents to the coach (or another committee member).

Should a member or parent feel that a verbal complaint is not sufficient, they can write a formal complaint to the Management Committee (care of the Secretary).

The Management Committee will investigate the complaint, gain statements and discuss the findings within Committee and then decide the course of action to be taken.

A formal response will be made to the complainant both in writing and in discussion.

As a club, we want to try to deal with all matters before they become serious, we want all members and parents to discuss any issues however small they seem with a coach (when not coaching) or other committee members as appropriate.

Thank you for your support.