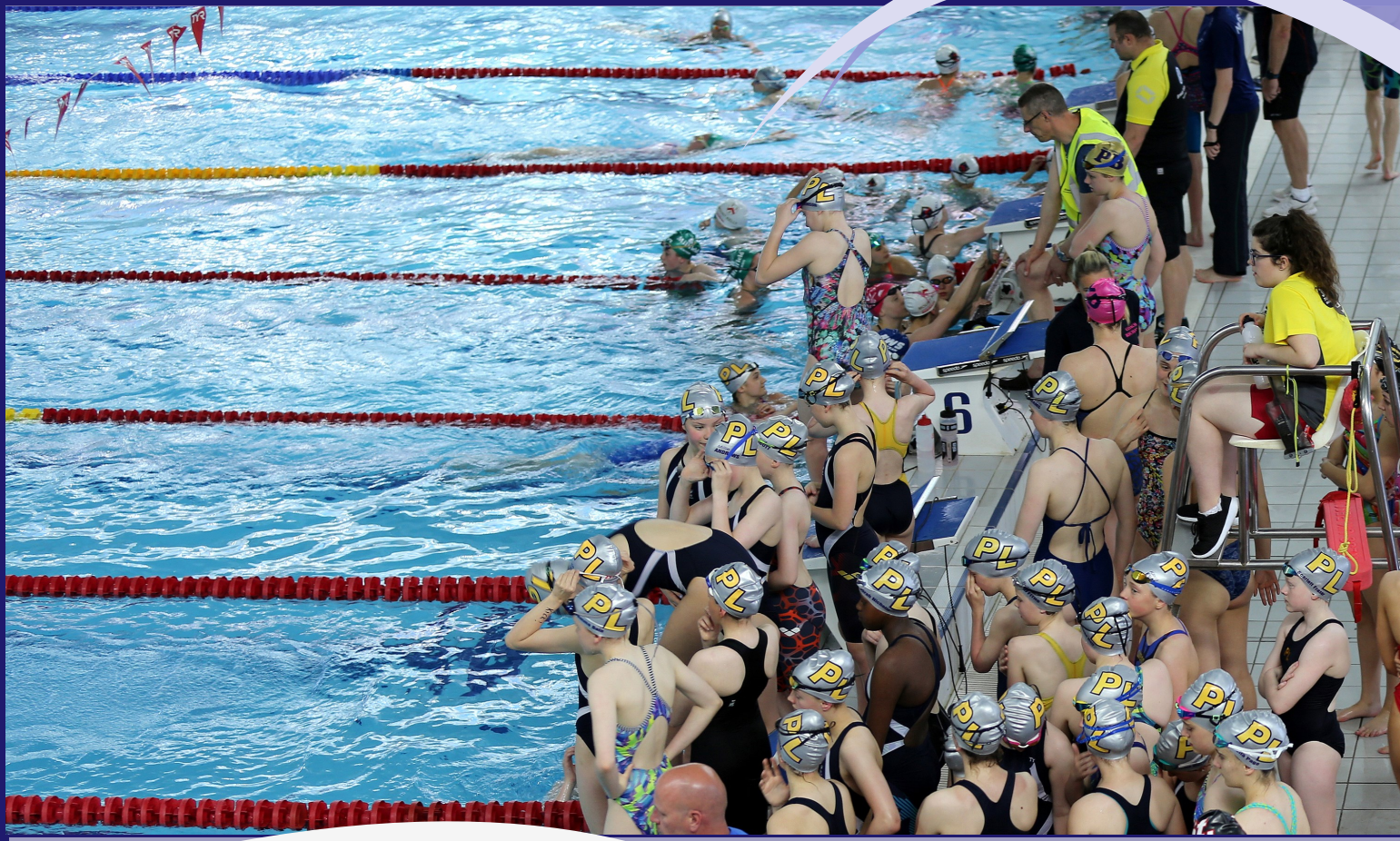


INFORMATION PACK



Programme Structure

2023-24 SEASON

Swim Office, Plymouth College, Ford Park Road, Plymouth, Devon PL4 6RN
Tel: 01752 505 121 – www.plymouthleander.com





COACHING TEAM

- ROBERTO PAVONI- DIRECTOR OF SWIMMING/
HEAD COACH
— rpavoni@plymouthcollege.com /
roberto.coach@plymouthleander.com
- CHRISTOPHER LEE —ASSISTANT HEAD COACH
—chris.coach@plymouthleander.com
- TBC—DEPUTY DIRECTOR OF SWIMMING
- TBC—HEAD OF POTENTIAL PATHWAY
- RICHARD BEARD—HEAD OF AGE GROUP PATH-
WAY
—richard.coach@plymouthleander.com
- HARRY NOBLE — JUNIOR COACH
—harry.coach@plymouthleander.com
- LUCY MUNDAY-GALE - DEVELOPMENT COACH
— lucy.coach@plymouthleander.com
- JAMIE JOYCE— HEAD OF STRENGTH & CONDI-
TIONING
— jjoyce@plymouthcollege.com
- RICARDO PINTO—ASSISTANT COACH
-ricardo.coach@plymouthleander.com

Welcome...

Dear Parents & Athletes,

Welcome to Plymouth Leander, as a club we have never stood still and our structures and resources continue to be improved upon all the time. The unique partnership with Plymouth College and the continued use of the Life Centre affords us the opportunity to offer the very best in training facilities and resources that enable us to deliver a world class swimming programme. We hope that you will enjoy this new season with us once again.

Our Mission & Ethos

- ◆ Building a culture of success, together..
- ◆ To accommodate rising numbers of PL athletes; in this system, we aim to provide an appropriate number of coaching hours per group, with as much flexibility within that system as possible and with the lowest number of athletes in a lane as possible.
- ◆ To provide Strength & Conditioning access without any charge.
- ◆ To ensure that a greater number of athletes within the programme receive direct coaching from our senior coaches.
- ◆ During school holiday periods, athletes will be able to access both 25m and 50m water time at the Life Centre.
- ◆ As a Performance programme, we acknowledge our responsibility to those athletes with International aspirations, particularly with the approach of the 2024 Olympic Games and European Championships as well as the international junior meets
- ◆ We are proud of and want to maintain the high percentage of National qualifiers (British & Home Nations).
- ◆ Our sessions/lanes must not become over-full, both in a health & safety and a quality assurance sense
- ◆ We acknowledge that PL have numerous young athletes who require the support in their training and they are our future high performers.
- ◆ PL have to be in a position where they resource those athletes with a clear commitment and ability and where performance levels are the highest. This has always been and will continue to be the case in our programme.
- ◆ Swim England South West have identified PL as the 'Hub Club' for the 'Plymouth Regional Network' and we will continue to be an example in our region.
- ◆ The retention of high performing senior athletes and providing them with the resources they require to fulfil their potential at the height of their swimming careers is one of this programme's highest priority

It is the most exciting time to be involved with our programme and we thank you for your support and trust.

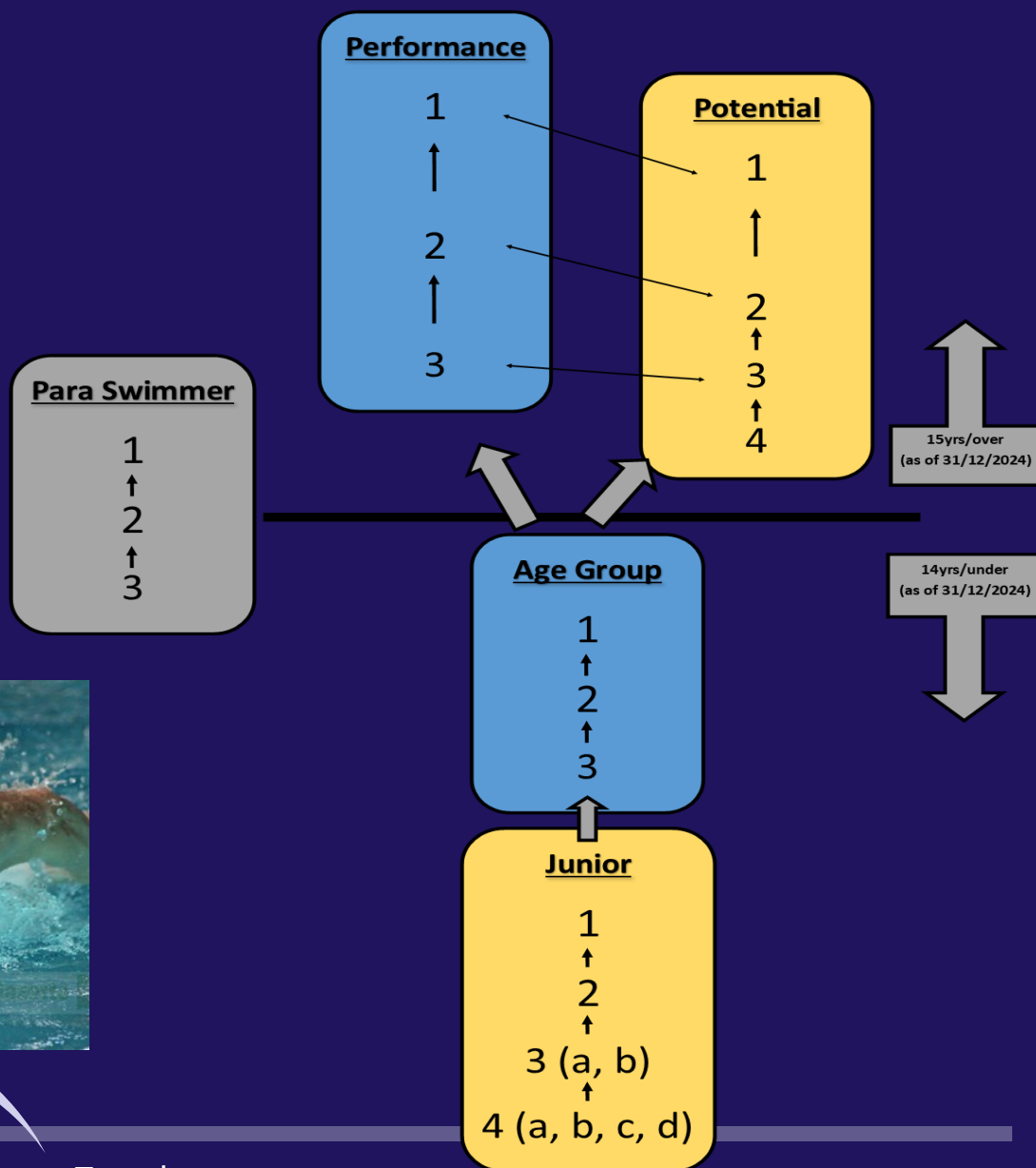
Many Thanks

Roberto Pavoni (Head Coach) & the PL Board

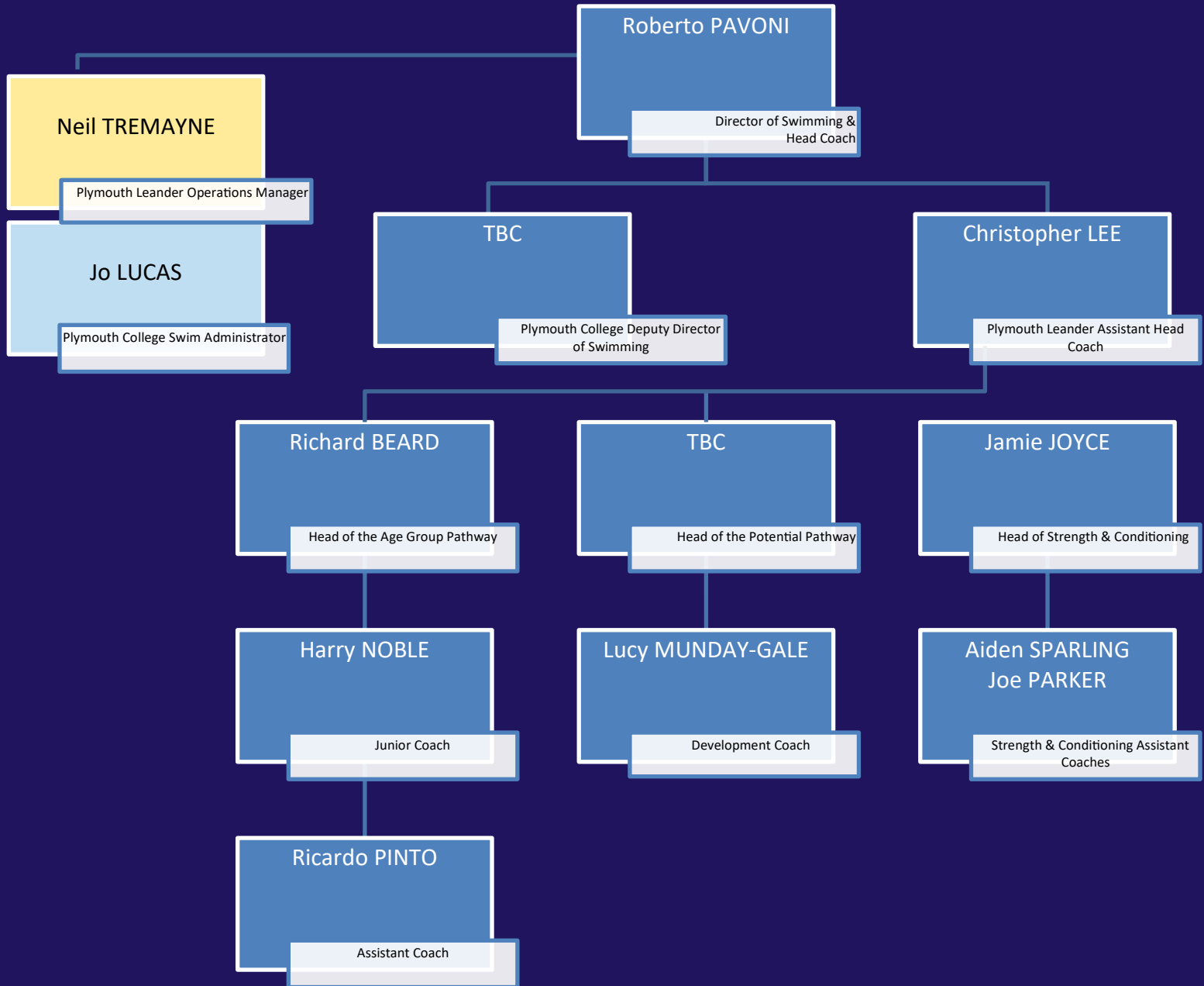
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Plymouth Leander Squad Structure 2023-2024 Season



COACHING AND SWIM ADMINISTRATION TEAM



MEET THE TEAM (COACHES) 1/2

Roberto Pavoni—Plymouth College Director of Swimming & Plymouth Leander Head Coach

Roberto has been with the School and Club since 2017, and was the Deputy Director and Assistant Head Coach for his first six years with us. Having taken the next step on his coaching journey in July 2023, Roberto is excited to lead the Club's new direction and launch our 5 year plan, leading into the Los Angeles 2028 Olympic Games. Roberto was formerly an Olympian himself, competing at the London 2012 Olympics in the 400m Individual Medley and the 200m Butterfly. As a 10 time British Champion, Roberto also won 3 European medals in 2014-2015 to add to his achievements during his international career. Since becoming a coach, Roberto has represented Great Britain at the 2019 European Youth Olympic Festival, and has helped many of our swimmers onto their own junior international teams. Recently, Roberto was a finalist in the 2022 Swim England South West Coach of the Year awards, and has been selected for the Swim England Coach 2028 Programme.



Christopher Lee—Plymouth Leander Assistant Head Coach

Chris has been a member of PL for over 10 years now, moving down from Hampshire to study at Plymouth University. After finishing his degree, Chris decided to go into coaching as he loved swimming in a performance environment and has a real passion for the Club. Chris started his PL journey as a national swimmer with us, before transitioning into coaching. His first role with us was a volunteer development coach and through hard work, dedication and passion he has proven himself as an incredible asset to the Blue Army, and in September 2023 he has taken the next step in his career as Assistant Head Coach.

He loves helping swimmers reach their potential in the sport and is excited for the next chapter in the Club's history. During the 23/24 season Chris has been selected onto the National Age Group Pathway Camp (phase 3).

Being a sports fan Chris supports Liverpool as well as going to the gym and the occasional sea swim, even in the winter!



TBC—Plymouth College Deputy Director of Swimming



MEET THE TEAM (COACHES) 2/2

Richard Beard—Head of Age Group Pathway

Richard is coming back to PL after spending most of last season as Head Coach of City of Oxford. He's excited to be back and work with the fantastic Blue Army after being the Head of Age Group from 2019-2022. He'll bring with him his passion for the sport, aiming to inspire others to achieve more than they ever knew they were capable of, and guiding swimmers to the next stage of their personal development.

Richard prides himself on being a student of the sport, and loves learning to stay one step ahead of the athletes, to best guide and motivate them.

Away from poolside, Richard is a big music fan, enjoys cycling and walking his dog on the beaches of Devon and Cornwall.



TBC—Head of Potential Pathway

Harry Noble—Junior Coach

Harry was a European Junior swimmer himself, and has transitioned into coaching in 2023. He looks to bring enjoyment and happiness into the Junior Pathway as well as inspire the next generation to move through the squads and achieve their dreams and fulfil their potential.

Away from the pool, he enjoys watching football and increasing his shoe collection, as a few parents and swimmers will have noticed!



Lucy Munday-Gale—Development Coach

Lucy has been coaching for over 12 years with different clubs, including Warrender Baths in Edinburgh and Boldmere Swimming club in Birmingham. She has worked on both County Pathways and has also been part of the Scottish Swimming National Coaching Team. Following completion of her Masters' Degree, she decided to focus on her coaching career with a move to Plymouth Leander in February 2023. She gets great pleasure from seeing swimmers progress and develop within their swimming journeys, providing them a safe and fun environment to take success whenever the time is right. She is extremely proud to be a coach at Plymouth Leander and is looking forward to what the next chapter brings.



MEET THE TEAM (PL BOARD & PL/PMC STAFF) 1/2

Louise Bennett—Chairman & Membership Enquiries

Louise is our Chair. She also manages the enquiries which come into the Club, and organises the trials for our potential new junior members. She has 4 boys who swim for the Club and has been a member for 8 years. Louise's husband is also involved with volunteering and organises the live stream of our PL meets. She started volunteering as a team manager and joined the Board 5 years ago managing enquiries, and since January 2023 has taken over the role as chair.



Neil Tremayne—Head of Operations

Neil has been a member of the Club since 2017, and took on the role of Operations Manager at the end of January 2023. He has a passion to drive excellence throughout our whole programme, starting with our LTS programme (Little Leander) right through to the swimmers with Olympic aspirations.

His role is to help facilitate the strategic vision of the coaching team and the PL Board and he is very excited for what we all have to look forward to for the future of the #bluearmy.

Sarah Drake—Treasurer

Sarah is a Finance Director with over 30 years' experience in the accounting sector. She has been the Treasurer of PL for the past 2 seasons, managing the finances of the company and reporting to the Board.



Ian Beith—Kit & Marketing

Ian's IT and e-commerce background laid the foundations to managing his logistics business in Plymouth. He was elected to the Board of PL in 2023.

Shirley Walker—Welfare Officer

Shirley is in charge of looking after the welfare of every single member of our club, be it swimmer, staff or volunteer. She responds to all safeguarding concerns and instigates appropriate child protection procedures as outlined by Swim England in "Wavepower". She will also respond to poor practice concerns and ensure appropriate action is taken by staff, volunteers and the PL Board. She is tasked with embedding and adhering to the processes, procedures and advice given by Swim England with regards to welfare, safeguarding and child protection.



Rachel Hutchinson—Membership Secretary

Rachel has had a daughter swimming with Plymouth Leander for over 10 years and been Membership secretary for the last year. She has volunteered with the Club for most of her time as a swim parent and also helps with the Officiating at our PL Meets.



MEET THE TEAM (PL BOARD & PL/PMC STAFF) 2/2

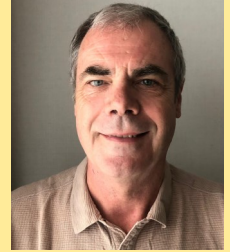


Sean Hamilton—Fixtures Secretary

Sean left the Royal Navy in 2017 to spend more time with his family little realising that the majority of that would be providing a comprehensive swim taxi service at all hours of the day or night. He has been involved with swimming in some capacity since his two sons turned their backs on both football and rugby. When not working, he can usually be found by a swimming pool watching training sessions, meets or officiating. When time allows, he enjoys the many outdoor pursuits that living on Dartmoor facilitates, as well as regularly contributing to a YouTube channel [fournilwrittenalloverit](#). He plans to get a life in a couple of years when the boys leave home. Meantime, he's keen to use his time and experience to help smooth the swimming journey for all in Plymouth Leander.

Steve Dennis—Club Development Officer

Steve Dennis's professional background is in crime investigation and strategic development, in both the public and private sectors. As a board member, he is responsible for developing the strategic direction of the Club.



Sara Palmer—Volunteers Coordinator

Sara joined the Board in 2023 and helps organise the vital volunteer assistance for all competitions that PL attend. Swim England guidelines are changing in September 2023 to require more support than ever so Sara's job is becoming more crucial each year. Sara's is the face that you will first see when volunteering with us, and she will help to show you the ropes and become part of the team.

Andy Hutchinson—Competition Secretary

Andy has been a retail Store Manager for more than 25 years and has been a Board member for PL for over 6 years, supporting the Competition entries, PL Meets development, Little Leander Learn to Swim and general Club Operations. His daughter has achieved National level standard after starting with the Club at Learn to Swim level.



Tina Brinkworth—Club Secretary

Tina joined the Plymouth Leander Board in 2021, as marketing and communications, after helping to raise a significant amount of funding during Covid and has more recently taken on the role of Secretary. In her day job she works for Plymouth City Council as Head of Skills and Post 16 provision and she has a son who swims with the Club. Her husband Neil is an ultra-marathon long distance open water swimmer who has swam the English Channel, around Jersey and he is part of a relay who currently holds the world record for swimming unassisted from Land Ends to the Scilly Isles.

Jo Lucas—Swim Administrator

Jo looks after our Plymouth College swimmers' requirements which includes day-to-day travel, catering, competition logistics, providing student support and boarding liaison. She also provides support and assistance to the Director and Deputy Director of Swimming, and the PL coaching team.



Club Contacts

Coaching Staff Name	Primary Contact	Secondary Contact	Email Address
Roberto Pavoni	07985 416463	01752 505121	rpavoni@plymouthcollege.com roberto.coach@plymouthleander.com
Chris Lee	07495 266710		chris.coach@plymouthleander.com
Richard Beard			richard.coach@plymouthleander.com
Harry Noble			harry.coach@plymouthleander.com
Lucy Munday-Gale	07495 346170		lucy.coach@plymouthleander.com
Jamie Joyce (S&C only)	07973 880098		jjoyce@plymouthcollege.com
Ricardo Pinto			ricardo.coach@plymouthleander.com

PL/PMC Staff	Position	Email Address
Neil Tremayne	Head of Operations	neil@plymouthleander.com
Jo Lucas	Plymouth College Swim Administration	swimadmin@plymouthcollege.com (01752 505189)
Rachel Hutchinson	Membership Secretary	membership@plymouthleander.com
PL Accounts	PL Accounts	PLAccountsTeam@plymouthleander.com

PL Board / Volunteer Name	Volunteer Role	Email Address
Louise Bennett	Chairman Club Enquiries	chairman@plymouthleander.com enquiries@plymouthleander.com
Steve Dennis	Club Development Officer	clubdevelopmentofficer@plymouthleander.com
Sarah Drake	Club Treasurer	treasurer@plymouthleander.com
Ian Beith	Club Shop/ Kit Marketing	PLKit@plymouthleander.com, marketing@plymouthleander.com
Shirley Walker	Welfare Officer	welfare@plymouthleander.com
Tina Brinkworth	Club Secretary	secretary@plymouthleander.com
Sara Palmer	Volunteer Coordinator	volunteers@plymouthleander.com
Andy Hutchinson	Competition Secretary	entries@plymouthleander.com
Sean Hamilton	Fixtures Secretary	fixturessecretary@plymouthleander.com
Dani Hoyle	Club Officials Coordinator	officials@plymouthleander.com
Su Apps	HR Officer	hr@plymouthleander.com
TBC	Club Fundraising	fundraising@plymouthleander.com



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Building a Culture of Success, Together...

PLYMOUTH COLLEGE & PLYMOUTH LEANDER PARTNERSHIP

Plymouth Leander is proud to be in partnership with Plymouth College, and together we provide one of Britain's premier swim programmes. The partnership allows swimmers from all over the UK, and indeed the world, to meet the demands of a High Performance Swimming Programme coupled with first-class support to achieve academic success.

The College can provide boarding accommodation, nutrition suitable for high-performing athletes, support staff that can access and draw on the experience of strength and conditioning, physiotherapists, sports psychologists, education, transport, coaching and facilities. PL contribute to facility hire, coaching, competition organisation, expertise and volunteers, amongst other things.

Plymouth College provides flexible learning programmes which allow athletes to study at a place that suits their training needs. We are one of the few British swimming programmes recognised for our work by the National Association for Gifted Children. The combined programme offers many unique benefits, which allows young athletes to flourish, both in the pool and in the classroom—without one compromising the other. Bursaries and swimming scholarships may be available upon request.

Athletes who join Plymouth College and Plymouth Leander will become more than just better pupils and faster swimmers. They will learn and develop values that will benefit them for the rest of their lives, and will strongly contribute to becoming well-rounded young people. Team spirit, respect, discipline, compassion, organisation, decision making under pressure, attention to details, humility, service and commitment are but a few principles that we believe in and teach on a daily basis.

This unique partnership allows individuals to come to Plymouth from a young age and to remain part of the programme up to—and possibly beyond—the conclusion of their schooling, allowing them to have consistency in coaching into their university years or post-18 careers. The partnership has welcomed many day and boarding pupils who have developed into Olympic and World champions, World, European and Commonwealth record holders and medalists. It ensures regular international selections for Great Britain and home nations' swim teams, as well as facilitating international success for athletes from many overseas nationals. Recent alumni of both the school and PL include Ruta Meilutyte, Benjamin Proud, Reece Dunn, Laura Stephens, Thomas Fannon, Jessica Jackson, Sophie Freeman, Honey Osrin, Joshua Gammon and many more.



PERFORMANCE PATHWAY (PE)

Swimmers in the Performance Pathway will be extremely committed and dedicated athletes, already performing at a high level, looking to improve towards the next stage in their career. The beginning of this pathway will start at 15 years of age (as of 31/12/2024), and a minimum of 525 Fina Points, working all the way up to senior athletes of an Olympic level. Younger athletes may be included in highly exceptional circumstances, at the sole discretion of the Head Coach. The demands of this pathway are high, but the rewards are great for those who are willing to work for long term success. The pathway has access to over 21hrs of pool time, including over 12hrs of long course training, as well as 3hrs of specific strength & conditioning (S&C) training with a dedicated S&C coach. Swimmers in this pathway will share mutual values and attitudes, including hard work, consistency, resilience, enthusiasm, passion, coachability and other high-performance traits.

Expectations of this pathway are as follows:

- To commit to participate in 43 weeks of training across the season, either in Plymouth or in home programmes during school holidays
- To participate in a minimum of 90% of individually allocated sessions, unless under exceptional circumstances
- To commit to represent Plymouth Leander at regional and national level relays, if selected, unless under exceptional circumstances
- To commit to 2hrs per season of service to Plymouth Leander, most likely to involve attendance at a training session or competition for our age group and junior athletes and serve as a role model and inspiration
- To display an attitude, commitment and lifestyle that consistently indicates that competitive swimming (pool and/or open water) is their highest priority in their day-to-day life outside of their education commitments and is their highest sporting priority
- To behave in a manner that is befitting of a high-performing athlete who upholds the values of Plymouth Leander, in line with the Athlete Code of Conduct
- The Plymouth Leander Head Coach will have the final decision on any squad moves

Pathway	Level	Age (end of 2024)	Year of Birth	Min FINA pts**	Events required	Achieved since *	Long/Short Course	Reviewed*
Performance	1	18+	2006 or earlier	700	Any Olympic (Non-Olympic considered)	1st Jan 2023	Long Only	Per Season
Performance	2	15-18	2006-2009	625	Any Olympic 100s+	1st Jan 2023	Long Only	Per Season
Performance	3	15-18	2006-2009	525	Any Olympic 100s+	1st Jan 2023	Long Only	Per Season

*unless in exceptional circumstances

**Boys born in 2009 will be considered for PE2 if they have achieved 550 pts, for PE3 if they have achieved 450 pts, and fulfil all other criteria. This will require authorisation from the Head Coach, and will be subject to performance and commitment goals reviewed each cycle.

The Performance Pathway coaches will be as follows:

PE1: Roberto Pavoni (Lead), Christopher Lee (Assist), Deputy Director of Swimming Plymouth College (Assist)

PE2, PE3: Christopher Lee (Co-lead), Deputy Director of Swimming Plymouth College (Co-lead), Roberto Pavoni (Assist)

The equipment required at every session for swimmers in the Performance Pathway is as follows:

Kit bag, kick board, pull buoy, fins (short), hand paddles, finger paddles, snorkel, resistance aid (a limited number of sponges, parachutes, propellers will be available to borrow), 2x one litre drinks bottles, swimming costume and spare, goggles and spares, foam roller (recommended), PL hat, Tempo Trainer (optional)



POTENTIAL PATHWAY (PO)

Swimmers in the Potential Pathway will be committed and dedicated athletes, showing great promise for the future. Already performing at a strong level, these swimmers will be working towards a place in the Performance Pathway in the near future. The pathway is specifically designed for swimmers who are developing at a slightly later stage than some of their peers, but have goals of one day achieving the same lofty heights. The beginning of this pathway will start at 15 years of age (as of 31/12/2024), and a minimum standard of working towards and entering competitions as directed by the Plymouth Leander Competition Calendar, working all the way up to senior athletes achieving up to 699 Fina Points. The demands of this pathway are reasonable, but the rewards are great for those who are willing to work for long term success. The pathway has access to between 12.5-18.25hrs of pool time, depending on the age and level of the athlete, which includes up to 6 long course sessions, as well as 1-3hrs of specific strength & conditioning (S&C) training with a dedicated S&C coach. Swimmers in this pathway will share mutual values and attitudes, including hard work, consistency, resilience, enthusiasm, passion, coachability, and will have a love for swimming that they are keen to explore.

Expectations of this pathway are as follows:

- To commit to participate in 40 weeks of training across the season, either in Plymouth or in home programmes during school holidays
- To participate in the minimum required number of individually allocated sessions, unless under exceptional circumstances, as directed by the squad lead coach
- To display an attitude, commitment and lifestyle that consistently indicates that competitive swimming (pool and/or open water) is one of their highest priorities in their day-to-day life outside of their education commitments and is one of their highest sporting priorities
- To behave in a manner that is befitting of a high-performing athlete who upholds the values of Plymouth Leander, in line with the Athlete Code of Conduct
- The Plymouth Leander Head Coach will have the final decision on any squad moves

Pathway	Level	Age (end of 2024)	Year of Birth	Min FINA pts*	Events required	Achieved since *	Long/ Short Course	Min Attendance	Reviewed
Potential	1	18+	2006 or earlier	550	Any Olympic (Non-Olympic considered)	1st Jan 2023	Long Only	80%	Per Season
Potential	2	15-18	2006-2009	450	Any Olympic (100s+)	1st Jan 2023	Long Only	75%	Per Cycle
Potential	3	15-18	2006-2009	350	Any Olympic (100s+)	1st Jan 2023	Long Only	70%	Per Cycle
Potential	4	15+	2009 or earlier	Com-petitive	Any	Any	Long or Short	Any	Half termly

*Boys born in 2009 will be considered for PO2 if they have achieved 375 pts, for PO3 if they have achieved 275 pts, and fulfil all other criteria. This will require authorisation from the Head Coach, and will be subject to performance and commitment goals reviewed each cycle.

The Potential Pathway coaches will be as follows:

PO1: Christopher Lee (Co-Lead), Deputy Director of Swimming (Co-Lead), Lucy Munday-Gale (Assist)

PO2, PO3, PO4: Lucy Munday-Gale (Lead)

The equipment required at every session for swimmers in the Potential Pathway is as follows:

Kit bag, kick board, pull buoy, fins (short), hand paddles, finger paddles, snorkel, optional resistance aid (a limited number of sponges, parachute, propellers will be available to borrow), 2x one litre drinks bottles, swimming costume and spare, goggles and spares, foam roller (recommended), PL hat, Tempo Trainer (optional)



AGE GROUP PATHWAY (AG)

Swimmers in the Age Group Pathway will be dedicated and promising athletes, who are improving consistently each season. Already performing well in a racing environment, these swimmers will be training for a wide range of events, predominantly focused around the Individual Medley, which has been shown to be key for the long term development of athletes of this age. The pathway is designed for swimmers who are in the early stages of their career, but nonetheless working towards some impressive goals. The beginning of this pathway will start at 11 years of age (as of 31/12/2024), and will finish at 14 years of age (as of 31/12/2024). The initial standard will be a minimum of 600 Fina Points from a combination of events (outlined below), and will end with swimmers achieving over 1400 Fina Points in the same combination of events. The demands of this pathway are relatively low initially, but as the swimmers progress towards a national level and/or approach 14 years of age, the demands will become more challenging. The pathway has access to between 14-15hrs of pool time, depending on the age and level of the athlete, which includes up to 3 long course sessions, as well as up to 1-2hrs of specific strength & conditioning (S&C) training with a dedicated S&C coach. Swimmers in this pathway will share mutual values and attitudes, including hard work, consistency, resilience, enthusiasm, passion, coachability, and will have a love for swimming that they are keen to explore.

Expectations of this pathway are as follows:

- To display an attitude, commitment and lifestyle that consistently indicates that competitive swimming (pool and/or open water) is one of their highest priorities in their day-to-day life outside of their education commitments and is one of their highest sporting priorities
- To behave in a manner that is befitting of a high-performing athlete who upholds the values of Plymouth Leander, in line with the Athlete Code of Conduct
- The Plymouth Leander Head Coach will have the final decision on any squad moves

Pathway	Level	Age (end of 2024)	Year of Birth	Min FINA pts	Events required	Achieved since *	Long/Short Course	Min Attendance	Reviewed*
Age Group	1	12-14	2010-2012	1400	Sprint/Freestyle/Medley/Form	1st Sept 2022	Long/Short	75%	Per Cycle
Age Group	2	11-14	2010-2013	1000	Sprint/Freestyle/Medley/Form	1st Sept 2022	Long/Short	Any	Per Cycle
Age Group	3	11-14	2010-2013	600	Sprint/Freestyle/Medley/Form	1st Sept 2022	Long/Short	Any	Per Cycle

*Unless in exceptional circumstances

Events Required

Sprint: Taken from the highest FINA points scored out of the following events: 50m/100m Butterfly, 50m/100m Backstroke, 50m/100m Breaststroke, 50m/100m Freestyle, 100m Individual Medley

Medley: Taken from the highest FINA points scored out of the following events: 200m/400m Individual Medley

Freestyle: Taken from the highest FINA points scored out of the following events: 200m/400m/800m/1500m Freestyle

Form: Taken from the highest FINA points scored out of the following events: 200m Butterfly, 200m Backstroke, 200m Breaststroke

The Age Group Pathway coaches will be as follows:

AG1, AG2, AG3: Richard Beard (Lead), Harry Noble (Assist)

The equipment required at every session for swimmers in the Age Group Pathway is as follows:

Kit bag, kick board, pull buoy, fins (short), hand paddles, finger paddles, snorkel, 2x one litre drinks bottles, swimming costume and spare, goggles and spares, foam roller (recommended), PL hat, Tempo Trainer (optional)



JUNIOR PATHWAY (J)

Swimmers in the Junior Pathway will be athletes at the very beginning of their journey, who are aiming to improve consistently each season. Swimmers will be training for a wide range of events, predominantly focused around the Individual Medley, which has been shown to be key for the long term development of athletes of this age. Athletes will be focusing heavily on their technique in these years, and as such, the main goal for swimmers and coaches in this pathway will be to learn and practice sound skills of all four strokes, underwater kicking, and racing skills such as starts, turns and finishes. The beginning of this pathway will start at 7 years of age (as of 31/12/2024), and will finish at 14 years of age (as of 31/12/2024). The initial standard will be of swimmers who have recently graduated from Learn-to-Swim lessons, either within our own Little Leander programme or another swim school. As the swimmers progress in age and ability, their level will most likely become of county and possibly regional standard, although the primary factor for progression will be their ability to perform the required skills in training, and at a later stage, in racing. The demands of this pathway are very low initially, but as the swimmers progress towards a higher level and/or approach 14 years of age, the demands will become more a little more challenging. The pathway has access to between 2-10.5hrs of pool time, depending on the age and level of the athlete, which includes up to 1 long course sessions, as well as up to 1hr of specific strength & conditioning (S&C) training with a dedicated S&C coach. Swimmers in this pathway will share mutual values and attitudes, including consistency, enthusiasm, passion, coachability, kindness and will have a love for swimming that they are keen to explore.

Expectations of this pathway are as follows:

- To behave in a manner that is befitting of a high-performing athlete who upholds the values of Plymouth Leander, in line with the Athlete Code of Conduct
- The Plymouth Leander Head Coach will have the final decision on any squad moves

Pathway	Level	Age (end of 2024)	Year of Birth	Selection Criteria	Min Attendance	Reviewed
Junior	1	9-14	2010-2015	Stroke technique* and racing in 200 Freestyle, 200 Individual Medley, 100s Form	Any	Half Termly
Junior	2	8-14	2010-2016	Stroke technique* and training towards 200 Freestyle, 200 Individual Medley, 100s Form	Any	Half Termly
Junior	3	7-11	2013-2017	Stroke technique* and training towards 200 Freestyle, 100 Individual Medley, 50s Form	Any	Half Termly
Junior	4	7-10	2014-2017	Stroke technique* and training towards 100 Freestyle, 100 Individual Medley, 50s Form	Any	Half Termly

*Stroke Technique requirements and expectations will be delivered to athletes/parents by the Head of Age Group Pathway and Junior Coach and will be reviewed and discussed regularly

The Junior Pathway coaches will be as follows:

J1, J2, J3, J4: Richard Beard (Lead), Harry Noble (Assist)

The equipment required at every session for swimmers in the Junior Pathway is as follows:

Kit bag, kick board, pull buoy, fins (short), finger paddles, snorkel, 2x one litre drinks bottles, swimming costume and spare, goggles and spares, PL hat



PARA SWIMMER PATHWAY (PARA)

Swimmers in the Para Swimmer Pathway will have a wide variety of individual circumstances and as such, it is difficult to pre-define the necessary requirements, expectations and situations for each person. However, each individual case will be considered carefully, in conjunction with the Head Coach, PL Board, and other relevant coaches/persons in order to find the best possible squad placement and environment for the swimmer in question.

Clearly, the aims and goals of the athlete must be taken into account, and reviewed at regular intervals with all the above parties, but it would be anticipated that swimmers in this pathway would be dedicated and promising athletes, who are improving consistently each season. The beginning of this pathway will start at 11 years of age (as of 31/12/2024) and the initial standard will be in line with swimmers in our Age Group and Junior Pathways, as outlined in the previous pages. As the swimmers progress in age and ability, if they have become classified by British Para Swimming, they may gain recognition and selection onto Swim England or British Para Swimming Pathways (or international equivalents). At this time, the swimmer would likely need to progress through our squads, and discussions would be held in regards to the most suitable training partners for this athlete, taking into account both the individual's and the group's best interests.

Swimmers in this pathway will share mutual values and attitudes, including consistency, enthusiasm, passion, coachability, kindness, hard work, and will have a love for swimming that they are keen to explore.

Expectations of this pathway are as follows:

- To behave in a manner that is befitting of a high-performing athlete who upholds the values of Plymouth Leander, in line with the Athlete Code of Conduct
- The Plymouth Leander Head Coach will have the final decision on any squad moves

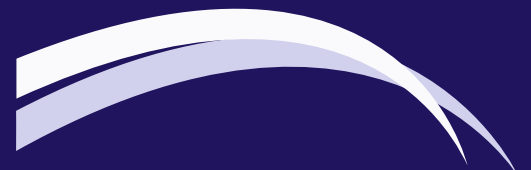
Pathway	Level	Age (end of 2024)	Year of Birth	Squad Placement	Selection Criteria	Min Attendance	Reviewed*
Para	1	15+	2009 or earlier	PE1-3	Current place on British Para Swimming or Swim England Para Swimming Talent Pathways	Any	Per Cycle
Para	2	15+	2009 or earlier	PO1-4	No Pathway Recognition	Any	Per Cycle
Para	3	11-14	2010-2013	AG1-3	No Pathway Recognition	Any	Per Cycle

*Unless in exceptional circumstances

The Para Swimmer Pathway coaches will be dependent upon the squad placement for each individual swimmer. Please see the other pathways for more details.

The equipment required at every session for swimmers in the Age Group Pathway is as follows:

Kit bag, kick board, pull buoy, fins (short), hand paddles, finger paddles, snorkel, 2x one litre drinks bottles, swimming costume and spare, goggles and spares, foam roller (recommended), PL hat, Tempo Trainer (optional)



FINA POINTS EXPLANATION

The aim of the World Aquatics Points Table is to allow comparisons of results across different events. It is often difficult to compare 50m Freestyle performances with 400m Individual Medley performances, for example, but the table makes this clearer.

The World Aquatics Point Scoring assigns point values (FINA Points) to swimming performances. The world record time is set to 1000 points, and the closer the time to this standard, the more points a swimmer will achieve. The points score becomes progressively less as the times increase (become slower).

Point values are assigned and updated every year to account for any new world records. There is one set of points for short course and another for long course. For short course (SCM) the base times are defined with the cut off date of August 31st. For long course (LCM) the base times are defined at December 31st.

The base times are published on the World Aquatics website within one month after the end of the relevant period. For a more in depth and technical explanation of how the points are calculated, please visit the World Aquatics website: <https://www.worldaquatics.com/swimming/points>

FINA points at a younger age (around 15 years and younger) tend to be slightly lower for boys than girls, due to them being, in general, less developed. Since they are usually further from physical maturation than girls, they tend to be further away from the world record times in comparison, and as such, achieve slightly lower scores. As a result, there will be considerations for boys at this age when moving from the Age Group to Youth Pathways.

ONE-TO-ONE SESSIONS

1. Available by request and negotiation
2. Coaches and senior athletes (18 years or over) in the PL Programme can offer One-To-One sessions at the Plymouth College pool with PL athletes at times advertised during school holiday periods on the request of this service from PL families/athletes
3. Such coaches/senior athletes will ALL be:
 - ◆ 18 years of age or over (unless supervised throughout the session by a PL coach with a minimum of a UKCC Level 2 coaching qualification)
 - ◆ Members of PL and registered with Swim England
 - ◆ Current members of the IoS and/or the BSCA
 - ◆ Successfully completed an enhanced DBS check through PL
 - ◆ Coaches who are coaching a minimum number of two sessions per week in the PL Coaching Programme or senior athletes given clearance by the Head Coach to perform this service
3. The financial agreement/arrangement between the family/athlete and the coach is a private affair.



'Little Leander' Learn To Swim & Skill Development Programme (LTS)

littleleander@plymouthleander.com

Plymouth Leander's Learn to Swim programme "Little Leander" has its home at the beautiful Plymouth College pool and the Marjons University pool.

Both pools are 25 meters in length allowing children to grow from total beginners to advanced little swimmers and is a direct feeder into the Plymouth Leander junior squad.

The Little Leander Teachers

All our teachers are qualified with either an ASA level 1 or 2 certificate, safeguarding course and DBSed. As well as having their qualification we try to maintain a standard of all our teachers that work at Little Leander come from a swimming background, they are either current competitive swimmers or have been competitive swimmers with some of them representing GB at an international level.

Lessons offered and what to expect

Little Leander has its own unique swimming programme. The programme is a stroke-based programme where we do not teach with swimming aids – we don't do armbands or back floats and we teach body position and strokes from the very beginning, no matter what the child's age.

At Little Leander we offer group lessons with our Beginner 1 groups having no more than 4 children in a class and Beginner 2 and beyond there are 6 in a class. We also offer both 15 minute and 30 minute private 1:1 lessons, this is quite unique in Plymouth and we pride our- selves in being able to offer this selection of lessons.

It is important for parents to understand that swimming is a life skill. It is the only sport that your child will learn how to do that will save their life. When embarking on the swimming journey with your child remember that it is not only important for them to learn the very basics during the beginning stages but also to progress to the advanced groups where they will become strong swimmers.

Group lessons...

Our group lessons are 30 min in duration and have either 4 in a class or 6 in a class.

In the earlier groups the focus will be on water safety, learning to swim and developing their strokes using correct techniques and then for the more advanced swimmers, these children will know the basics of all 4 strokes, they will not only be perfecting their strokes but will also be focusing on correct starts and turns and working on stamina and fitness.

Private lessons...

These lessons are 1:1 lessons and are either 15 minutes or 30 minutes in duration. 15 minute lessons are more than adequate for 3-6 year olds and 30 minutes are offered from age 7 and up. If however your child is older than 7 and you feel that 30 minutes would be too much you are more than welcome to choose a 15 minute lesson.

What to expect from your lesson and your child...

The teacher will move a child up to the next class when they can see that the swimmer is ready and confident at doing the skills that are set out for that level. This means that children will repeat skills over and over again each week so that they perfect them. We will not rush the transition and we will not push swimmers up to the next level until they are competent in the class that they are in and are able to do all the tasks for that particular level.

Parents are asked not to compare their child with other children in the group. Even though they are group lessons children are all individuals and learn at different paces. Stay focused on letting your child learn at their pace and they will learn how to swim beautifully.



GENERAL GUIDELINES 1/3

1. Athletes who do not attend an a.m. session (where an attendance was expected) are not to attend a p.m. session in the same day. This policy does not apply during Post Meet Protocol
2. Allocated Strength & Conditioning sessions are compulsory sessions for all athletes
3. Athletes carrying an injury or returning from injury who are unable to complete the full requirements of a pool session may be allocated alternative sessions during this period
4. Athletes shall enter and, if accepted, attend the End of Cycle Meets promoted by the Head Coach. Athletes shall endeavour to enter and, if accepted, attend the mid-cycle meets promoted by the Head Coach
5. It is strongly advised that athletes complete and maintain a log book of all of their pool-based training sessions. It is understood that fully committed athletes will see this as an essential part of their development
 - Log books should include swim set content, total session volume and all recorded set results
 - Log books should also include competition results, splits, stroke counts and other feedback from coaching staff
 - Log books can be collected in on a regular basis by a member of the coaching staff for review and written comment if requested by the athlete
 - Athletes may be asked to bring their log book to training sessions for review when requested by the Head Coach or the relevant Squad Coach
6. Athletes/Parents should strongly consider planning any family holidays or any residential school trips, excursions or camps outside of the swimming season. The annual shut down period is the perfect opportunity for such activities.
7. Athletes shall not enter any meets which are not listed on the PL Competition Calendar without express permission from the Head Coach in conjunction with their squad coach. Unless clearance is explicitly given by the Head Coach and the relevant squad coach, entries for events outside of the PL calendar are strongly discouraged as they can lead to over competition in unnecessary events which interfere with training and the long term development of the athlete. Times achieved at meets not agreed with the Head Coach are not likely to be considered for squad placements.
8. During 2023-2024, (unless contrary reason is provided by the Head Coach), athletes in this programme shall be expected to enter:
 - The Swim England South West Winter Championships (where QT's are achieved)
 - The English Winter Nationals (where QTs are achieved)
 - The British Championships (where QT's are achieved)
 - The Swim England South West Youth or Age Championships (where QT's are achieved)
 - The British Summer National Championships (where qualifying is achieved)
 - The Home Nations Summer National Championships (where qualifying is achieved)
 - All End of Cycle Meets
 - All other mid-cycle meets and specialised events as directed by the Head Coach
9. All National, Regional and County selections for competition, camps and/or training opportunities will be discussed with the Head Coach or Assistant Head Coach prior to responding to/application to the inviting body



GENERAL GUIDELINES 2/3

10. All athletes are expected, if selected, to be available to represent PL in the following events in the 2023-2024 period:
 - Devon County Swim England Relay Competitions
 - Devon County Inter Club Championship
 - Swim England South West Relay Competitions (Age or Youth)
 - National Relay Competitions (British and/or English National Summer Championships)
 - Arena League Rounds 1, 2, 3 and National Final
 - Junior Arena League
 - ESSA Championships (Regional or National)
11. Athletes will not compete for any other team in any League competition without the express permission or recommendation from the Head Coach
12. Prior to, during and following competition, athletes will follow the dress/uniform code for that particular meet and athletes will always be in possession of a full complement of PL uniform at such competitions. PL Swim Caps will not depict the names of other athletes. Athletes who do not own items on the uniform list and do not intend to own such items should not apply to join the programme
13. At all Competitions, all PL athletes are expected to abide by the rules and the Code of Conduct promoted by PL. All athletes will attend finals sessions & support team members that are in finals unless otherwise directed by the Head Coach
14. Athletes will consult with the relevant squad coach regarding their entries for all meets before submitting their online entries. Entries will not be submitted by PL unless they have been signed off by the relevant squad coach
15. Athletes who do not receive an invitation to compete in an individual event in the British and/or one of the Home Nations National Championships (summer) or who are not required to race in a PL relay at one of these Championships may be required to move into an alternative coaching squad for the remainder of the season
16. Only PL swim hats are to be worn in the training and racing environment, unless the express permission of the Head Coach has been obtained. This will usually be for those who have earned international representation and would like to wear their international team hat.
17. Clothing worn in strength & conditioning sessions may not promote or advertise swim programmes/clubs with whom the athlete has no direct current or historical association
18. Athletes may be at risk of losing their place in the programme if these criteria are not met and maintained. Athletes and/or parents will be involved in discussion with the Head Coach before such measures are utilised.

The Head Coach's decision on whether or not athletes are displaying sufficient commitment to the programme will be final



GENERAL GUIDELINES 3/3

19. Athletes entering an important period of public examinations or similar circumstances and who feel that their training commitments cannot be met must discuss arrangements with the Head Coach or the relevant squad coach well in advance of the required period.
20. Where places remain in the squad (where, in the Head Coach's opinion, lane space is not fully allocated and athletes could be added without their inclusion being detrimental to the coaching space available to those athletes already selected via the squad criteria), athletes may be offered the opportunity to fill the remaining places in the squad if the Head Coach views that their inclusion in the programme will enhance the squad dynamic and that the athlete has the potential to achieve the squad criteria during the season. Such positions would be reviewed by the Head Coach on 31/12/23 and 01/05/24 respectively.
21. The Head Coach, in conjunction with the PL Board, reserves the right to alter the criteria for this programme at any time. The protocols and criteria will be reviewed by the Head Coach in conjunction with the PL Board when deemed necessary.
22. Athletes and parents are expected to conform with the PL Codes of Conduct at all times and comply with any temporary rules introduced by the PL Board or the Coaching Team.



Plymouth Life Centre



Plymouth College



Plympton Pool



Marjon Pool

For All PL Athletes & Families (All Squads)

- i. The 2023-2024 swimming season is the coaching period 1st September 2023 to 31st August 2024
- ii. **PL operates a 12-month commitment policy** for coaching fees, which means an annual fee for each squad is split into equal payments to cover training costs for the season. All these payments are interest free to assist families and athletes with their financial commitment over this period. For the avoidance of doubt fees are due irrespective of any failure in any selected payment method.
- iii. For swimmers who are at University in Plymouth, PL coaching payments are required to be paid in **9 instalments**, payable monthly during the period September 2023 to May 2024 unless it has been agreed otherwise by the PL Board.
- iv. For swimmers who are at Plymouth College, PL coaching payments are required to be paid in **10 instalments**, payable monthly during the period September 2023 to June 2024 unless it has been agreed otherwise by the PL Board.
- v. All other swimmers will pay in **12 monthly** payments, September 2023 to August 2024. Coaching fees will be reviewed for the 2023/24 season on a quarterly basis or at any point of significant change within the squad structure.
- vi. Athletes who leave the programme during or after May in any given season will be expected to continue to pay the coaching fees up to and including August for that season. Athletes choosing to leave the programme before May, must give at least two complete months' notice, in writing to the Club Membership Secretary and payment made for this period.
- vii. PL reserves the right to withdraw swimming facilities and positions within squads from those members who fall into arrears with ANY payments to the Club. It is the responsibility of the athlete and/or parent of the athlete to cancel direct debits when an athlete leaves the Club. Refunds will only be considered from the date of receipt of a letter of resignation
- viii. It is PL's policy for members to set up a Direct Debit Mandate to facilitate paying of all invoices – the link is provided in the PL online New Membership Application – we no longer accept Standing Orders paid direct into our bank account. This way you can ensure that the correct payments are made in a timely manner – training fees are invoiced on the first of the month and will be collected around five days later with full reconciliation to your Swim Manager account by the tenth of the month. Monthly coaching fees must be received on or before the tenth day of the month to which they pertain.
- ix. An application for membership of Plymouth Leander cannot be approved or validated unless a fully completed Membership Application Form is received, direct debit mandate set up and membership fees received. enquiries@plymouthleander.com should be contacted in the case of any difficulty arising from this process
- x. Any member who is more than four weeks behind with a coaching fee or other administration charge/s rendered by the Club will be given a notice offering 10 days to clear the debt and to include a £25 administration charge. If after this period of time payment is still due, the member will be suspended from all PL activity and their registration with Swim England may be cancelled in accordance with the club's constitution. A new application to join PL would subsequently have to be completed, including the relevant membership charges
- xi. All membership and coaching fees must be paid before any swimming/coaching can take place and any monies owing to the Club must be cleared before an athlete can resume coaching sessions with the programme at the beginning of a new season.



TERMS OF BUSINESS 2/2

- xii. When an athlete suffers injury or illness and is unable to train or compete fees remain payable. When an athlete can not train for a period in excess of 2 months, the PL Board may consider (at their discretion) an application in writing for payments to be deferred or waived from the date that the application is made
- xiii. All fees are rendered in British Pounds. All payments must cater for bank charges and exchange rates. In the event of short payment due to transmission charges, only the net amount will be credited to a membership/coaching fee
- xiv. PL do not include Personal or Travel Insurance in any of their membership terms. Swim England Insurance is only valid if all fees are up to date and necessary membership forms have been completed and accepted by the Club.
- xv. Annual Club and Swim England Registration Fees are payable before the swimmer can enter the pool. These are then payable each February and are as follows, giving both the swimmer and adult Swim England registered Member Insurance.

Current Annual Membership Fees

To cover annual Swim England, Regional, County and Club membership from the 1st of January to the 31st of December (national annual date is given until February).

All swimmers under 18 years to have a parent registered as Cat 3

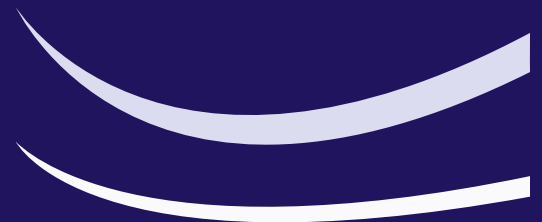
Swimmer £85

Associate/Parent (Cat 3) £25

Family (parent and 2 swimmers) £165

Each additional swimmer £60

- xvi. Athletes competing at events outside of the UK that are not organised by Plymouth Leander will need to complete an International Permit before they can race abroad. This needs to be in place before they leave and it is recommended that this is done at the earliest opportunity when joining the Club. It is valid for 12 months from registration. Times achieved abroad can then be imported to British Rankings after the event.
- xvii. There is a large element of Parent Volunteers work required to administer the running of the Club and to help with setting up and running Meets and it is expected that Parents will contribute to these elements throughout a season.



PLYMOUTH LEANDER COACHING FEES 2023/2024 SEASON

Squad	Annual	12 x Monthly Installments	9 x Monthly Installments (Uni)	10 x Monthly Installments (PCM)
Performance 1 (PE 1)	£2160	£180.00	£240	£216
Performance 2 (PE 2)	£2040	£170.00		£204
Performance 3 (PE 3)	£2040	£170.00		£204
Potential 1 (PO 1)	£1980	£165.00	£220	£198
Potential 2 (PO 2)	£1620	£135.00		£162
Potential 3 (PO 3)	£1620	£135.00		£162
Potential 4 (PO 4)	£1380	£115.00	£155.33	£138
Age Group 1 (AG 1)	£1500	£125.00		£150
Age Group 2 (AG 2)	£1500	£125.00		£150
Age Group 3 (AG 3)	£1440	£120.00		£144
Junior 1 (J1)	£1080	£90.00		£108
Junior 2 (J2)	£960	£80.00		£96
Junior 3 (J3)	£720	£60.00		£72
Junior 4 (J4)	£600	£50.00		£60
Para Swimmer 1-3 (PARA 1-3)	In line with relevant squad placement above	In line with relevant squad placement above	In line with relevant squad placement above	In line with relevant squad placement above



SATELLITE PROGRAMME GUIDELINES

- Former PL athletes who have withdrawn from the PL programme and joined another club are not eligible to join the Satellite programme
- No Satellite swimmers will be accepted into the PL programme after the last day of March in a given season. The window will reopen from September again for each year.
- Athletes have **the option** to represent PL in the 2024 British National Summer Championships and/or one of the 2024 Home Nations Summer Championships in individual and/or relay events
- Athletes have **the option** to represent PL in the 2023-2024 National Arena Swimming League (if selected) in the 2023 Regional rounds and the 2024 National Final
- Athletes have **the option** to represent PL in the 2024 the Swim England South West Age or 2024 Swim England South West Youth Championships in individual and/or relay events
- Athletes have **the option** to represent PL in the 2023 Swim England South West SC Championships in individual events
- Athletes have **the option** to name PL as their club on the Swim England National Rankings database

All Squads	
No of Pool Sessions Attended per Week	Monthly Coaching Fee
1	£45.00
2	£60.00
3	£75.00

SATELLITE PROGRAMME GUIDELINES FOR PART-TIME PL ATHLETES LIVING AWAY FROM PLYMOUTH

1. Athletes who live away from Plymouth and who sporadically return to the city throughout the season and who are members of PL in that season
2. Sessions allocated to the athletes will be at the discretion of the Head Coach and will be non-negotiable.
3. Sessions allocated to athletes will usually be those from the most appropriate coaching group within PL for each individual athlete for the period that they are residing in Plymouth. However, in the Head Coach's opinion, lane space must not already be fully allocated within such a coaching group squad and such athletes will not be added if their inclusion is considered to be detrimental to the coaching space available to those full time athletes within this particular squad
4. Athletes will only be offered the opportunity to join the squad if the Head Coach views that their inclusion in the programme will enhance the squad dynamic and not detract from the normal and expected standards of attitude, behaviour and application within that particular coaching group
5. For this period, the athlete will fully comply with the criteria of the allocated squad
6. All athletes are expected, if selected, to be available to represent PL in the following events in the 2023-2024 period:
 - ◆ National Relay Competitions (British and/or English National Summer Championships)
 - ◆ Arena League Rounds 1, 2, 3 and National Arena League Final unless such a selection is in direct contravention of any commitment to their 'home programme' or university and/or a contravention of any meet condition which prevents them from doing so
 - ◆ Junior Arena League Rounds 1, 2, 3 and National Arena Junior League Final unless such a selection is in direct contravention of any commitment to their 'home programme' and/or a contravention of any meet condition which prevents them from doing so
7. Athletes shall endeavour to enter and, if accepted, attend the end of cycle and mid-cycle meets promoted by the Head Coach unless this is in direct contravention of any commitment to their 'home programme' or university and/or a contravention of any meet condition which prevents them from doing so
8. At national competitions, athletes from this group will abide by the rules and the Code of Conduct promoted by PL. All athletes will attend finals sessions & support team members that are in finals unless otherwise directed by the Head Coach
9. Athletes will lose their place in the programme if these criteria are not met and maintained. Athletes and/or parents will be involved in discussion with the Head Coach before such measures are utilised. The Head Coach's decision on whether or not athletes are displaying sufficient commitment to the programme will be final. Athletes entering an important period of public examinations or similar circumstances and who feel that their training commitments cannot be met should negotiate such arrangements with the Head Coach well in advance of the required period
10. The Head Coach, in conjunction with the PL Board, reserves the right to alter the criteria for this programme at any time. The protocols and criteria will be reviewed by the Head Coach in conjunction with the PL Board when deemed necessary



SATELLITE PROGRAMME GUIDELINES FOR 'SECOND HOME' ATHLETES

1. Athletes who do not name PL as their first Club on their Swim England Registration details
2. The programme is suitable for such athletes who live outside of the 'drive time' for PL to be able to make a significant commitment as a 'full time' PL squad member but for whom a relationship is mutually beneficial for both the athlete and for PL
3. Athletes will be allocated one, two or three pool sessions per week at the level at which they would be integrated into PL if they were able to make a full commitment. The athlete will fully comply with the criteria of the squad from which the allocated sessions have been taken
4. The sessions allocated to the athletes will be at the discretion of the Head Coach and will be non-negotiable
5. The following considerations will be made on an athlete's appropriateness for the squad based on both objective and subjective assessments of the 2022-2023 season and their current form in the 2023-2024 season:
 - ◆ Attitude to training and contribution to squad dynamics
 - ◆ Immediate and long term potential
 - ◆ Recent performances
7. Athletes will always be in possession of a full complement of necessary and required training equipment as per the requirement for full time members of the squad
8. At National Competitions, athletes from this group entering as a PL athlete are expected to abide by the rules and the Code of Conduct promoted by PL. All athletes will attend finals sessions & support team members that are in finals unless otherwise directed by the Head Coach
9. Athletes will consult with the Head Coach entries for all meets before submitting their entry form to PL for entry. Entries will not be submitted by PL unless they have been signed by the Head Coach
10. Athletes will lose their place in the programme if these criteria are not met and maintained. Athletes and/or parents will be involved in discussion with the Head Coach before such measures are utilised. The Head Coach's decision on whether or not athletes are displaying sufficient commitment to the programme will be final
11. Athletes entering an important period of public examinations or similar circumstances and who feel that their training commitments cannot be met should negotiate such arrangements with the Head Coach well in advance of the required period
12. The Head Coach, in conjunction with the PL Board, reserves the right to alter the criteria for this programme at any time. The protocols and criteria will be reviewed by the Head Coach in conjunction with the PL Board when deemed necessary

PLYMOUTH LEANDER CODE OF CONDUCT FOR SWIMMERS 1/2

General Behaviour

- I. I will treat all members and persons associated with the Club and Swim England with due dignity and respect.
- II. I will treat everyone equally and never discriminate against another person on any grounds including that of age, sexual orientation gender, faith, ethnic origin or nationality.
- III. I understand that the use of inappropriate or abusive language, bullying, harassment and physical violence will not be tolerated and will result in referral through the disciplinary or child welfare policies.
- IV. I will display a high standard of behaviour at all times regardless of my performance in training or competitions.
- V. I will respect and abide by any reasonable requests from the staff of the Life Centre, Plymouth College or other facility used by the Club.
- VI. I will conduct myself appropriately when using any areas of the Life Centre, Plymouth College or other facility used by the Club, having regard to other users.
- VII. I will always report any bullying or poor behavior by others to an appropriate Coach or member of staff even if I am just a witness
- VIII. I will recognise and celebrate the good performance and success of fellow Club and team members and treat other children with respect and appreciate that everyone has a different level of skill or talent.
- IX. I will support my teammates in training and competition environments both when they do well and when they are struggling. I will be prepared to accept constructive criticism from Coaches.
- X. I will respect the privacy of others especially in the changing rooms
- XI. I will take care of equipment and premises as if it were my own
- XII. I understand that poor behaviour may result in the club taking disciplinary action against me. Any behaviour which may be a criminal offence will be reported to police by the club

Social Media

- I. I will not take or share inappropriate images captured on any device at any time.
- II. I will not take any images using any device where those concerned would not wish the image to be captured.
- III. I will not engage in bullying on social media e.g. negative comments etc. including gaming platforms.
- IV. I will report any concerns about others using any device to take photos or footage of any others in changing rooms or cubicles and /or if I become aware that social media is being used to bully or make negative comments about other members or parents.

Changing Areas

- I. I will treat the changing and shower areas with respect at all times.
- II. I will not use a mobile phone or other device to take images or other footage while in the changing room area or cubicles and I understand that the use of mobile phones should be kept to a minimum.
- III. I will report any concerns I have about others taking photographs or footage of others in the changing rooms or poolside.
- IV. I understand that the use of the changing rooms is for changing only and I should not use the area as a social/meeting area.
- V. I will leave the changing area promptly once changed.
- VI. I will not share or use the changing area with members of the opposite sex.
- VII. I will respect fellow member and other users of the changing rooms.
- VIII. I will not use foul, abusive or inappropriate language while using the changing rooms whether to or about members of the public, fellow Club members, parents or otherwise.
- IX. I recognise that the changing rooms may be used by people of different age, sexual orientation, gender, faith, ethnic origin or nationality, whether members of the public, fellow Club members, parents or otherwise. and my behavior and language will at all times be appropriate.



PLYMOUTH LEANDER CODE OF CONDUCT FOR SWIMMERS 2/2

Training

- I. I will treat my Coaches and fellow Club members with respect at all times.
- II. I will make my Coach aware if I have difficulties in attending training sessions as per the rules laid down for my squad.
- III. Where directed I will shower before entering the pool or poolside.
- IV. I will arrive in appropriate time on poolside before the training session starts to complete poolside warm-up as directed by my Coach. I understand that if I arrive late, I must report to my Coach before entering the pool.
- V. I will ensure that I have all my equipment with me at all of my training sessions e.g. paddles, kickboard, hat, goggles, fins etc.
- VI. If I need to leave the pool for any reason during training, I will inform my Coaches before doing so.
- VII. I will listen to what my Coaches are telling me at all times and obey any instructions given.
- VIII. I will always swim to the wall as I would do so in a race and I will practice turns as instructed.
- IX. I will not stop and stand in the lane or obstruct others from completing their training.
- X. I will not pull or lean on the lane ropes as this may injure other members.
- XI. I will not skip lengths or sets – to do so would only mean that I would be cheating myself.
- XII. I will think about what I am doing during training and if I have any problems, I will discuss them with my Coach at an appropriate time.
- XIII. When taking part in any land training activity, I will respect the instructors' environment and equipment at all times.
- XIV. If I have any problems with the behavior, I will report them at the appropriate time to an appropriate adult.

Competitions

- I. At competitions, open meets, national events or Club galas etc I will always behave in a manner that shows respect to my Coach, the officials, Team Managers and Volunteers, my teammates and members of all competing organisations.
- II. I understand that I will be required to attend events and galas that the Coaches have entered/selected me for unless agreed otherwise by prior arrangement with the relevant official/Coaches.
- III. I understand that I must wear appropriate swimwear, tracksuits, t-shirts, shorts and hats as required.
- IV. I must report to my Coach and/or Team Manager on arrival on poolside.
- V. I must warm up before an event as directed by the Coaches in charge on that day and ensure that I fully prepare myself for racing.
- VI. I will be part of the team and always support teammates. This means that I will stay with the team on poolside unless released by the Coach or Team Manager.
- VII. If I have to leave poolside for any reason, I will get the consent of the Coach/Team Manager before doing so.
- VIII. After my race, I will report directly to my Coach for feedback.
- IX. I will show good sportsmanship in victory or defeat.
- X. I will swim down or complete appropriate land recovery work after my race as advised by my Coach.
- XI. I will ensure my behavior in the swim down facility is appropriate and respectful to other users at all times.
- XII. I will not leave an event until either the gala is complete or unless I have previously notified the Coach or Team Manager and obtained their consent.



PLYMOUTH LEANDER CODE OF CONDUCT FOR COACHES AND TEACHERS

As a coach or teacher, we understand you have the right to:

- I. Enjoy the time you spend with us and be supported in your role.
- II. Be informed of Wavepower and the club child safeguarding reporting procedures.
- III. Know who the Welfare Officer(s) is/are and how to contact them.
- IV. Be informed of the internal club complaints process and who to contact at the club for advice on complaints.
- V. Be aware of the club rules and procedures.
- VI. Be involved and contribute towards decisions within the club.
- VII. Have access to ongoing training and CPD in all aspects of your role.
- VIII. Be respected and treated fairly by the club.
- IX. Feel welcomed, valued and listened to.

As a coach or teacher at the club we expect you to:

- I. Adhere to and implement Wavepower and the club safeguarding procedures.
- II. Adhere to the Swim England Equality and Diversity Policy.
- III. Adhere to the Swim England regulations, Code of Ethics, club constitution and rules.
- IV. Adhere to any conditions for teaching and coaching under the pool hire agreement.
- V. Refer all child safeguarding concerns to the Welfare Officer.
- VI. Champion everyone's right to take part and celebrate difference in our club or activity by not discriminating against anyone else on the grounds of gender, race, sexual orientation, faith or ability.
- VII. Respect your position of trust and maintain appropriate boundaries and relationships with children as set out on page 112 of Wavepower.
- VIII. Consider your behaviour and do not engage in any behaviour that constitutes any form of abuse.
- IX. Not use your position to obtain personal benefit, reward or to pursue an inappropriate or sexual relationship with a child.
- X. Respect children's trust and rights whilst being honest and open with them.
- XI. Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst children. Seek advice from the Welfare Officer where necessary.
- XII. Lead by example promoting positive behaviour, good sportsmanship and encourage children to behave in a positive manner and follow the rules of the club and sport.
- XIII. Ensure team/squad selection is clear and transparent and be fair and equal when making decisions.
- XIV. Keep your coaching and/or teaching qualifications and CPD up to date.
- XV. Complete Swim England approved child safeguarding training every three years.
- XVI. Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years).
- XVII. Use positive and constructive methods when teaching and coaching and ensure programmes are appropriate for the age, ability and experience of the child.
- XVIII. Always put the wellbeing, health and safety of the child before all other considerations including the development of performance.
- XIX. Keep children safe in your sessions with appropriate staffing ratios, using safe methods of instruction and techniques and by putting their safety first.
- XX. Ensure any equipment used is fit for purpose, safe to use and accessible.
- XXI. Follow the club procedures should a child have an accident or suffer an injury.
- XXII. Develop positive relationships with parents/guardians and where possible provide them with regular information and updates regarding their child's development in swimming, para-swimming, diving, high diving, artistic swimming, water polo and open water swimming.
- XXIII. Listen to any concerns the parent/guardian or child may have and seek advice (where appropriate) to resolve any concerns.
- XXIV. Treat all personal information about children or their families on a confidential "need-to-know" basis unless information sharing with others is required to protect and safeguard a child from harm.
- XXV. Observe the authority of officials and follow the rules of the sport when questioning any decisions.
- XXVI. Treat with respect and encourage all children to respect all competitors and teams from other organisations in victory or defeat.

Breaches of the Code of Conduct may result in disciplinary action being taken against you by the club committee under the judicial regulations or if you are employed under your contract of employment. Continued issues and repeated breaches may result in your dismissal from the club.

PLYMOUTH LEANDER CODE OF CONDUCT FOR PARENTS

I/we will:

- I. Complete and return any Medical Information Form provided as requested by the Club and provide details of any health conditions/concerns relevant to my child/swimmer on the consent form. I will report any changes in the state of my child's/swimmer's health to the Coach prior to training sessions or events. I will ensure that the Club have up to date contact details for me and for any alternative person as required.
- II. Not send my child/swimmer to training or competition if they are unwell and I will notify the Coach in advance.
- III. Deliver and collect my child/swimmer punctually to and from training sessions/ events. I will inform a member of the coaching staff if there is an unavoidable problem. If the Club changes my child's/swimmer's squad or lane and/or training times I will remember that the change is to provide appropriate levels of training and to enable my child/swimmer to progress.
- IV. Abide by all local guidelines as defined by the Life Centre, Plymouth College and the Club staff/facility/pool operators.
- V. Ensure my child/swimmer is properly and adequately attired for the training session/event including all mandatory equipment eg hats, goggles etc.
- VI. Inform the Coach before a session if my child/swimmer is to be collected early from a training session or event and if so, by whom.
- VII. Respect and celebrate difference in our club or activity and not discriminate against anyone else on the grounds of gender, race, sexual orientation, faith or ability.
- VIII. Behave responsibly as a spectator during training/events.
- IX. Treat members, Coaches and other parents of members of both my child's/ swimmer's organisation and any other organisation with due respect at all times.
- X. Not use abusive, threatening, intimidatory or otherwise inappropriate language. either in person or my any electronic communication towards Club staff, volunteers, officials, parents Club members or otherwise act in a passive/ aggressive or intimidatory manner . I understand that such behaviour will not be tolerated.
- XI. Show appreciation and support my child/swimmer and all team members.
- XII. Ensure my child's/swimmer's needs are met in terms of nutrition and listen to advice given from the Coach
- XIII. Support the Coach and Board appropriately and raise any concerns that I may have in the appropriate manner to the Welfare Officer/Club Secretary/ Club Chair person.
- XIV. Not coach my child from the balcony or poolside or try to gain their attention during training or gesticulate towards my or any other child/swimmer during training or event.
- XV. Not go on to poolside at any time unless requested to do so in an emergency.
- XVI. If I wish to have a discussion with the Coach, I will arrange a meeting with the Coach at a mutually convenient time.
- XVII. Always speak to the Coach politely and in a constructive manner.
- XVIII. Help my child/swimmer to enjoy the sport and to achieve to the best of their ability by giving encouragement when they have done well, providing support when they are struggling and ensuring they understand the rules of the club, and the sport.
- XIX. Not criticise in discussion or make comments that could be regarded as derogatory about another child's/ swimmer's training or performance and will not compare my child's/swimmer's ability against other child's/ swimmer's ability in what could be regarded as a critical or negative manner.
- XX. Never approach/chastise a child/swimmer for any wrongdoing against my child/swimmer. I will always refer serious matters to the lead Coaches as appropriate.
- XXI. If I email a Coach or Board member regarding an issue, I will be reasonable in my expectations in the speed of reply.
- XXII. Respect the disciplinary procedures of the Club and ensure my child understands their Code of Conduct.
- XXIII. I understand that poor behaviour may result in the club taking disciplinary action against me and that any behaviour which alleges a criminal offence will be reported to police by the Club.



PLYMOUTH LEANDER CODE OF CONDUCT FOR MEMBERS, COMMITTEE MEMBERS, OFFICIALS AND VOLUNTEERS

As a member at the club, we understand you have the right to:

- I. Enjoy the time you spend with us and be supported in your role.
- II. Be informed of Wavepower and the club child safeguarding reporting procedures.
- III. Know who the Welfare Officer(s) is/are and how to contact them.
- IV. Be informed of the internal club complaints process and who to contact at the club for advice on complaints.
- V. Be aware of the club rules and procedures.
- VI. Be involved and contribute towards decisions within the club.
- VII. Be respected and treated fairly by the club.
- VIII. Feel welcomed, valued and listened to.

As a member at the club we expect you to:

- I. Adhere to and implement Wavepower and the club safeguarding procedures.
- II. Adhere to the Swim England Equality and Diversity Policy.
- III. Adhere to the Swim England regulations, Code of Ethics, club constitution and rules.
- IV. Adhere to any conditions stipulated under the pool hire agreement.
- V. Refer all child safeguarding concerns to the Welfare Officer.
- VI. Ensure all complaints are referred under the internal club complaints process.
- VII. Champion everyone's right to take part and celebrate difference in our club or activity by not discriminating against anyone else on the grounds of gender, race, sexual orientation, faith or ability.
- VIII. Adhere to your role responsibilities and never use that role whether impliedly or expressly to gain favour for yourself or any individual member whether financial, team or squad selection or otherwise.
- IX. Make our club a happy, friendly and welcoming place for all members.
- X. Attend child safeguarding training every three years if applicable for your role.
- XI. Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years) if applicable to your role.
- XII. Keep any qualifications or CPD up to date if applicable to your role.
- XIII. Lead by example by promoting positive behaviour and good sportsmanship. Encourage all members to behave in a positive manner and follow the rules of the club and sport.
- XIV. Never encourage or condone members of the club to breach the rules of the sport.
- XV. Treat all personal information about members or their families on a confidential "need-to-know" basis unless information sharing with others is required to protect and safeguard a child from harm.
- XVI. Observe the authority of officials and follow the rules of the sport when questioning any decisions.
- XVII. Treat with respect and encourage all members to respect all competitors and teams from other organisations in victory or defeat.

Breaches of the Code of Conduct may result in disciplinary action being taken against you by the club committee under the judicial regulations. Continued issues and repeated breaches may result in your dismissal from the club.



PLYMOUTH LEANDER DISCIPLINARY PROCEDURES FOR SWIMMERS 1/2

Objective

PLSA is committed to enforcing the relevant Club Codes 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 PLSA Board and inform parents/guardians 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.

Four Stages of Disciplinary Action

Stage 1 - Normal Coaching Intervention/Interaction:

It is anticipated that most coaching, training and behavioural issues can be appropriately, effectively and quickly dealt with through normal and informal intervention, interaction and discussion by the Squad Coach with those parties responsible. This will always be the first action taken by the Squad Coach and whilst it does not require observation or verification by any other persons, the respective Coach may inform or consult with the parents / guardians / Welfare Officer/Operations Manager /Deputy Head Coach or Head Coach if considered appropriate for the situation or behaviour that has taken place. Squad Coaches have the authority to exclude a swimmer from the session where the incident takes place, and to invite the swimmer to a 'Performance Review' meeting with the Squad Coach, Deputy Head Coach, Head Coach and the parents / guardians should they deem it necessary. Squad Coaches may use their discretion and judgement to initiate and repeat Stage 1 on any number of occasions prior to moving to Stage 2, which should always be the next step once it is clear that normal coaching interventions or interactions are not resolving the matter.

Stage 2 - Verbal Warning:

Where a swimmer's breach of the Code of Conduct is persistent and is not resolved at Stage 1 then the Squad Coach will report the matter to the Welfare Officer/Operations Manager /Deputy Head Coach and Head Coach. Upon investigation the Welfare Officer/Club Secretary may take such action as is necessary. They may call a meeting with the swimmer, parents / guardians, and coaches and may issue a verbal warning, a note of which will be entered into the swimmer's club membership file, copied to them in writing and may be referred to should there be any further incidents. To help the swimmer resolve their problems a Swimmer Behaviour Contract may be issued.

Stage 3 - Written Warning:

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 swimmer and parents / guardians by the Welfare Officer / Operations Manager as appropriate. 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 3 a note will be entered into the swimmer's club membership file, copied to them in writing and may be referred to should there be any further incidents. Again to help the swimmer resolve their problems a Swimmer Behaviour Contract may be issued

PLYMOUTH LEANDER DISCIPLINARY PROCEDURES FOR SWIMMERS 2/2

Stage 4 - Suspension or Termination of Membership:

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, suspension and/or termination of a swimmer's membership by PLSA may occur. Suspension or termination of membership may also result from a serious breach of any of PLSA codes of conduct / policies and those of Swim England. The Deputy Head Coach and Head Coach have full authority over the population of training squads and if Stage 4 has been reached, access may be withdrawn to any or all squad(s) training sessions for the swimmer concerned.

Before termination of a swimmer's membership is made, a full investigation will be carried out.

Any appeal against termination of membership must be submitted to the Club Operations Manager within 14 days by formal letter. Upon receiving an appeal the PL Board will organise an independent assessment of the case and report within 28 days unless there is good reason to extend the time frame.

Misconduct:

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

- I. Bullying Club Members physically, orally or in written communication or social media or gaming platforms, either directly or indirectly.
- II. Inappropriate image capturing.
- III. Undermining coaching and teaching staff either orally or in written communication either directly or indirectly.
- IV. Acting in conflict with PLSA Code of Conducts or any other policy documents.
- V. Physical or Oral Abuse or refusal to obey lawful instructions.
- VI. Gross breach of safety requirements likely to endanger other people or yourself or to cause damage to Club/hired property.
- VII. Smoking or vaping.
- VIII. Being under the influence of alcohol or drugs or possession of illegal drugs.
- IX. Theft, fraud, or other criminal acts.
- X. Physical assault.
- XI. Causing deliberate damage to Club/hired property.
- XII. Gross negligence which causes unacceptable loss, damage or injury.
- XIII. Sexual or racial harassment or discrimination of any kind.
- XIV. Harassment or discrimination on the grounds of sexual orientation or religion or religious belief.
- XV. Showing a lack of respect towards coaches, officials, swimmers, team mates or any other members of PLSA

General Principles

PLSA disciplinary procedures are based on the following principles:

- I. The disciplinary rules and procedures are designed to be non-discriminatory and are to be applied irrespective of sex, racial group, sexual orientation, disability, religion, age, or any other bias.
- II. All matters will be dealt with in accordance with the Club Constitution and Swim England law.
- III. It is expected that most matters will be dealt with on poolside or at the point of incidence informally at the time of the event.
- IV. Any behaviour that is considered to be unacceptable by coaching staff or team managers may lead to a 'behaviour contract' being issued.
- V. All matters relating to disciplinary action will be handled as speedily as possible.
- VI. A person wishing to make a complaint about inappropriate conduct should normally do so at the time.
- VII. Persistent or serious breaches of conduct will be reported to the Welfare Officer / Club Secretary - preferably in writing.
- VIII. No member will be dismissed or suspended from the Club for a first breach of conduct except in the case of serious or gross misconduct.
- IX. Club Members will have the right of appeal against any formal disciplinary action



PLYMOUTH LEANDER DISCIPLINARY PROCEDURES FOR PARENTS 1/2

Objective

Plymouth Leander Swimming Association (PLSA) 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 PLSA Board 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

PLSA 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.

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 1 - Normal Coaching or Administrator Intervention/Interaction:

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 secretary /Head of Welfare with those parties responsible. The Coaches or Club Secretary/Head of Welfare may use their discretion and judgement to initiate and repeat Stage 1 on any number of occasions prior to moving to Stage 2, which should always be the next step once it is clear that normal interventions or interactions are not resolving the matter.

Stage 2 - Verbal Warning:

Where a parent's breach of the Code of Conduct is persistent and is not resolved at Stage 1 then the Club Secretary /Head of Welfare may issue a verbal warning, a note of which will be entered into the parents club membership file, copied to them in writing and may be referred to should there be any further incidents arising. To help the parent resolve their problems a Behaviour Contract may be issued.

Stage 3 - Written Warning:

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 Secretary /Head of Welfare. 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 2 a note will be entered into the parents club membership file, copied to them in writing and may be referred to should there be any further incidents arising.



PLYMOUTH LEANDER DISCIPLINARY PROCEDURES FOR PARENTS 2/2

Stage 4 - Suspension or Termination of Membership:

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 PLSA 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.

Before termination of membership is made, a full investigation will be carried out.

Any appeal against termination of membership must be submitted to the Club Secretary within 14 days by formal letter. Upon receiving an appeal the PL Board will organise an independent assessment of the case and report within 28 days unless there is good reason to extend the time frame.

Misconduct:

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

- I. Bully Swimmers and other Club members physically, orally or in written communication, either directly or indirectly.
- II. Inappropriate image capturing on any devices
- III. Undermining coaching and teaching staff either orally or in written communication either directly or indirectly.
- IV. Acting in conflict with PLSA Code of Conducts or Wavepower or any other policy documents.
- V. Physical or Oral abuse or refusal to obey lawful instructions
- VI. Gross breach of safety requirements likely to endanger other people or you or to cause damage to Club/hired property
- VII. Being under the influence of alcohol or drugs or possession of illegal drugs
- VIII. Theft, fraud, or other criminal acts
- IX. Fighting and/or assaulting another person
Causing deliberate damage to Club/hired property
Gross negligence which causes unacceptable loss, damage or injury
Sexual or racial harassment or discrimination of any kind.
Harassment or discrimination on the grounds of sexual orientation or religion or religious belief
Showing a lack of respect towards coaches, officials, swimmers, Club administrators or any other members of PLSA

General Principles

PLSA disciplinary procedures are based on the following principles:

- I. The disciplinary rules and procedures are designed to be non-discriminatory and are to be applied irrespective of sex, racial group, sexual orientation, disability, religion, age, or any other bias.
- II. All matters will be dealt with in accordance with Club Policies.
- III. It is expected that most matters will be dealt with on poolside or at the point of incidence informally at the time of the event.
- IV. Any behaviour that is considered to be unacceptable by coaching staff or team managers may lead to a 'behaviour contract' being issued.
- V. All matters relating to disciplinary action will be handled as speedily as possible.
- VI. A person wishing to make a complaint about inappropriate conduct should normally do so within 30 days of the incident.
- VII. Persistent or serious breaches of conduct will be reported to the Administrator - in writing.
- VIII. No member will be dismissed or suspended from the Club for a first breach of conduct except in the case of serious or gross misconduct.
- IX. Misuse of image capturing devices (including where images are taken and are not welcomed by the member concerned), social media & gaming platforms against members (this list is not exhaustive).
- X. Club members will have a right of appeal against any formal disciplinary decision.

