

Behaviour Policy

Lifestyle Fitness believes that all of our junior users have a right to be valued, respected and safe. For this to happen we must offer clear guidance of acceptable behaviour and the actions that we will take should behaviour become unacceptable.

We ask that the Parents and Guardians respect and support the Swim School Behaviour Policy to ensure acceptable behaviour is maintained during swim lessons.

Our Aim

To proactively address unacceptable behaviour at its early stages.

A few examples of unacceptable behaviour;

- Failure to comply with the rules *e.g. pool rules*
- Consistent disruptive behaviour during lesson *e.g. repetitive submersion*
- Refusing to comply with reasonable requests *e.g. joining in with activity*
- Excessive shouting
- Use of unacceptable language
- Harassment
- Bullying or fighting
- Discrimination
- Threatening a staff member or another junior user

All staff and volunteers are trained to ensure the behaviour guidelines are followed and to positively intervene when not.

Behaviour Policy

The 'WARNING' system will operate during all swim lessons

1st Warning	Unacceptable behaviour	Unacceptable behaviour identified and explained to the child what is unacceptable about their behaviour by the swim teacher
2nd Warning	Repeated unacceptable behaviour	Clarification of unacceptable behaviour and child asked to take a short time out
3rd Warning	Continued unacceptable behaviour	Child returned to parent/guardian. Unacceptable behaviour explained and removed from the rest of the lesson

If a child is removed from lessons repeatedly, a member of the Lifestyle Fitness management team will make contact with the child's parent/guardian to address the issues identified.

If a child physically assaults another person, the child will be immediately removed from the lesson. Lifestyle Fitness management team will record an incident, and accident if necessary, and following the findings, may remove the child/children from the swim school.

Incident Management

- A record will be made of the incident and held on file for a period of 12 months. Statements will be taken from the swim teacher and in-water assistant if present
- A member of the Lifestyle Fitness management team will make contact with the child's parent/guardian to address the issues identified
- The actions taken to avoid further incidents may include removal from swim school

Behaviour Policy

CODE OF CONDUCT

It is expected from the child/children that:

- The child will listen to what the teacher/coach/in water assistant is telling them to ensure their safety in lessons
- Conduct themselves in a manner that does not compromise the safety and security of themselves and or others
- Respect the property of others and use equipment provided in the appropriate manner
- Be honest in their dealings with others
- Refrain from engaging in unacceptable behaviour. Examples detailed above.
- The child **MUST** inform the teacher/coach/in water assistant if they need to use the toilet

It is expected from parents and guardians that:

- They informed of all medical conditions at the point of membership registration
- They inform us of any individual needs they feel we should know about to support their child in their lessons at the point of membership registration
- They inform us of either of the above, if either develop post membership registration
- To help their child/children understand the Code of Conduct and support the Lifestyle Fitness Swim School Behaviour Policy
- Show support and appreciation of their child in lessons
- Ensure no inappropriate or abusive language is used in the centre. This includes verbal abuse or direct physical threats towards staff or other customers
- To drop off and collect their child punctually to and from lessons
- To support our Safeguarding Policy and use appropriate toilets and changing facilities
- If they have an issue or wish to speak with the teacher/coach/ leave a request at reception or alternatively speak with the Duty Manager on shift
- To respect and follow the viewing weeks schedule

It is expected from the Teacher/Coach/In Water Assistant that:

- All activities comply with Health and Safety
- We will start and finish activities on time
- We will inform Parents/Guardians of any concerns relating to their child
- We are happy to discuss or provide feedback, if requested by a Parent/Guardian
- We adhere to the Lifestyle Fitness Safeguarding Policy
- We will treat all children with respect and follow the guidelines in the Behaviour Policy
- We will ensure that all teaching programmes are appropriate to age, ability of an individual child.
- We will follow the recommended outcomes with the sport's national governing body guidelines

Behaviour Policy

- We will treat all information of a personal nature about an individual child as confidential.
- All staff are committed to tackling all forms of discrimination and to strive to become inclusive of all those who want to participate irrespective of their race, gender, age, sexual orientation faith and ability
- All equipment must be visually checked to ensure it is safe to use. If deemed unsafe the equipment will be removed and reported to the Duty Manager on shift
- Be prepared to adapt an activity to suit the needs of all participants
- Encourage children to take an active role in the activity being delivered
- Record all incidents, accidents and near misses that occur on the day and report to the Duty Manager. The Duty Manager will then inform the Parent/Guardian

Review

The Lifestyle Fitness Swim School Behaviour Policy will be reviewed on an annual basis, after an incident or if there is a change in guidelines and advice.