

Cambridge Diving Development Centre

DIVER DISCIPLINE PROCEDURE

1. Aims

1. To create an orderly environment in which effective training can happen.
2. To develop in the divers self-discipline and a sense of responsibility.
3. To develop mutual respect between all members of the diving community.

2. Punishment Guidelines

Parents and Coaches share the responsibility of promoting values and standards that we hope will help young divers to establish sound behavioural codes for their lives. It's important that parents work in partnership with the Dive Centre Team, and not just leave the coaches to it - discipline problems can be dealt with much more effectively if both parents and coaches are pulling in the same direction!

We are all part of society and our behaviour will reflect current values and morals. Young people are particularly impressionable and vulnerable - much of their behaviour is learned, and they'll copy and act out what they observe to be fashionable and attractive.

Successful Teams have high expectations of discipline, and promote good relationships between children and coaches. It is not just about how divers behave at the pool – it is about sound preparation for life.

All Cambridge Diving Development Centre personnel (paid or voluntary) should be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations and encourage good behaviour. The following are common sense examples of how to discipline the divers after inappropriate behaviour.

Definitions:

- Inappropriate behaviour can be defined as behaviour unsuitable for the diving environment that could lead to injury &/or ineffective sessions.
- Coaches must decipher between malicious and mischievous behaviour and deal with inappropriate behaviour to encourage a suitable environment & healthy development of the divers.

Verbal Warnings:

- Verbal warning should be administered at the first sign of inappropriate behaviour.
- Two verbal warnings, concerning the same problem, will be followed by a meeting.

Disciplinary Meetings:

- In extreme cases discussion between parents and Head Coach or Squad Coach plus the Welfare Officer when deemed appropriate.
- A formal warning may be applied at a meeting. The behaviour of the diver following a formal warning will be monitored monthly for 3 months after which time if the problem still persists the diver will be expelled.

Positive Resolutions:

- In most cases positive resolutions can improve the outcome of the session and steer the diver in the correct direction.
- Coaches will aim to resolve disputes or conflicts between the divers but if necessary they may be separated as a last resort.
- Coaches may rotate divers in order to determine the coach that works best with each individual.

Sanctions:

Sanctions may include:

- Loss of free-time.
- Loss of diving time.
- Extra work or Conditioning if appropriate.
- A disciplinary talk from a senior coach and/or squad coach.
- If necessary a Monetary Sanction may be imposed. Diver & Parent (if diver under 20 years) will be made aware that behaviour will be monitored, failure to adhere to Dive Centre Rules will result in exclusion or expulsion.

Exclusion & or Expulsion from the Dive Centre:

- Diver & Parent (if diver under 20 years) will be made aware that the diver is to be excluded from all activities.
- Diver & Parent (if diver under 20 years) will be made aware of the reason for exclusion.

Parents must be aware that the diver must be in view of the coaches at all time for Health & Safety reasons; the coach will determine an appropriate location for the diver to perform stretching or conditioning skills if a sanction has been applied.

Corporal punishment is not allowed. However in certain circumstances it may be necessary to physically restrain a child for his/her own safety or the safety of other children in accordance with County, Regional & National guidance.