

## Welfare Sub-Committee

### Members:

Welfare Officer  
Committee Member (Teaching)  
Committee Member (Squads)  
Parent Representative

**Purpose:** The aim of this membership is to allow relative ease of access to one of the sub-committee for all swimmers, parents and coaches regarding welfare issues.

### Roles:

- To ensure all safeguarding children/CP procedures are followed
- To update policies and member awareness and training
- Ensure Welfare Officer keeps CRB checks in place for all those working in isolation or very close proximity to swimmers
- Assist in the organisation of the 'Residential' training camps and oversee arrangements according to the Safe Sport Away package.
- To assist in dealing with issues of aggressive behaviour or bullying, and discipline issues beyond the scope of the Coaches.
- To meet regularly to discuss issues or trends within the club

### Discipline Issues:

The Welfare Officer and/or Welfare Sub-Committee will work with the coaches and teachers to ensure that they are supported in maintaining high standards of discipline poolside.

When issues of discipline are recurring or involve serious issues that affect other swimmers-e.g. bullying, aggressive behaviour towards staff or swimmers, the Welfare Committee will call a meeting of a **Discipline Panel**.