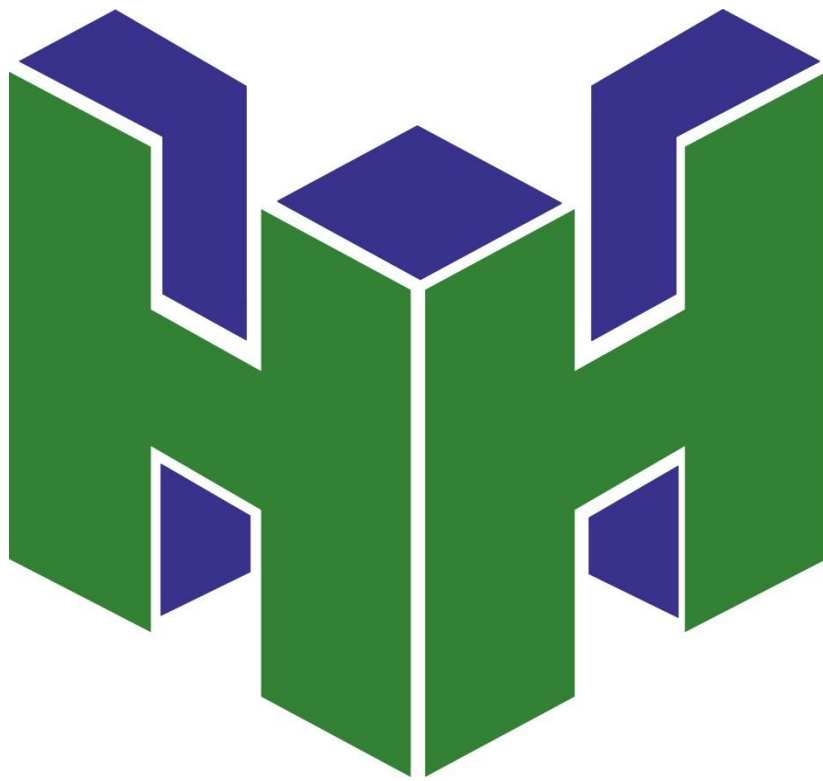


Haden Hill Swimming Club



Constitution

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RULES of Haden Hill Swimming Club Swimming Club (“the Club”) as at 10th August 2015

INTRODUCTION

1. NAME

- 1.1 The name of the Club shall be “*Haden Hill Swimming Club*” herein after called the Club
- 1.2 The name of the Swim School shall be “Haden Hill Swim School” herein after called “Learn to Swim”
- 1.3 The location is at Haden Hill Leisure Centre, Cradley Heath, West Midlands. B64 7HA

2. OBJECTS

- 2.1 The Club and Learn to Swim programme shall be affiliated with the ASA
- 2.2 The Club shall be affiliated with the Worcester County Swimming Association.
- 2.3 The object of the Club shall be the objects of the Amateur Swimming Association and in particular:
 - 2.3.1 To offer teaching and practice to individuals and groups so that they achieve a basic competence and confidence in the water.
 - 2.3.2 To promote competitive swimming appropriate to individual needs and in furtherance of these objects.
 - 2.3.3 The Club is committed to treat everyone equally within the context of its activity. This shall be, for example, regardless of sex, ethnic origin, religion, disability or political persuasion, on any grounds.

- 2.3.4 The Club shall implement the A.S.A. Equal Opportunities policy.
- 2.4 The Club shall be affiliated to ASA West Midlands Region and Worcester County Swimming Association and shall adopt and conform to the rules of these associations, and to such other bodies as the Club may determine from time to time.
- 2.5 The business and affairs of the Club shall at all times be conducted in accordance with the Laws and Technical Rules of the A.S.A. (“A.S.A. Laws”) and in particular:
 - 2.5.1 All competing members shall be eligible competitors as defined in A.S.A. Laws; and
 - 2.5.2 The Club shall in accordance with A.S.A. Laws adopt the A.S.A. Child Safeguarding Procedures; and shall recognise that the welfare of children is everyone’s responsibility and that all children and young people have a right to have fun, be safe and be protected from harm.
 - 2.5.3 Members of the Club shall in accordance with A.S.A. Laws comply with the A.S.A. Child Safeguarding Procedures.
- 2.6 By virtue of the affiliation of the Club to ASA West Midlands Region, the Club and all members of the Club acknowledge that they are subject to the laws, rules and constitutions of:
 - 2.6.1 ASA West Midlands Region and
 - 2.6.2 The A.S.A. (to include the A.S.A./IOS Code of Ethics); and
 - 2.6.3 British Swimming (in particular its Doping Control Rules and Protocols and Disciplinary Code); and
 - 2.6.4 FINA, the world governing body for the sport of swimming in all its disciplines (together “the Governing Body Rules”).
- 2.7 In the event that there shall be any conflict between any rule or by-law of the Club and any of the Governing Body Rules then the relevant Governing Body Rule shall prevail.

AFFILIATION AND MEMBERSHIP

3. MEMBERSHIP

- 3.1 The total membership of the Club shall not normally be limited. If however the Committee considers that there is a good reason to impose any limit from time to time then the Committee shall put forward appropriate proposals for consideration at a General Meeting of the Club. The members shall have the right to impose (and remove) from time to time any limits on total membership (or any category of membership) of the Club.
- 3.2 The total membership of the Learn to Swim programme shall be limited according to the ASA rules and regulations in regards to health and safety and ASA recommendations for pupil/teacher relations.
- 3.3 All persons who assist in any way with the Club’s and Learn to Swim activities shall become members of the Club and hence of the A.S.A. and the relevant A.S.A. membership fee shall be paid. Assisting with the Club’s activities shall include, but not be restricted to, administrators, associate members, voluntary instructors, teachers and coaches, Committee members, helpers, Honorary members, life members, Officers, patrons, Presidents, technical and non-technical officials, temporary members, Vice Presidents and verifiers or tutors of the A.S.A.’s educational certificates.

- 3.4 Paid instructors, teachers and coaches who are not members of the Club must be members of a body which accepts that its members are bound by the A.S.A.'s Code of Ethics, the Laws relating to Child Protection and those parts of the Judicial Laws, Judicial Rules and procedures necessary for their implementation and whilst engaged in activities under the jurisdiction of the A.S.A. shall be subject to all the constraints and privileges of the Judicial Laws and Rules.
- 3.5 Any person who wishes to become a member of the Club must submit a signed application to the Membership Secretary (and in the case of a junior swimmer the application must be signed by the swimmer's parent or guardian). Election to membership shall be determined by the Membership Secretary but other person(s) authorised by the Committee may make recommendation as to the applicant's acceptability. The Membership Officer shall be required to give reasons for the refusal of any application for membership. Any person refused membership may seek a review of this decision before a Review Panel appointed by the Committee ("Review Panel") comprised of not less than three members (who may or may not be members of the Committee). The Review Panel shall [wherever practicable] include one independent member nominated by the ASA West Midlands Region. The person refused membership shall be entitled to make representations to the Review Panel. The procedures for review shall be at the discretion of the Review Panel whose decision shall be final and binding.
- 3.6 The Club shall not refuse an application for membership on discriminatory grounds, whether in relation to ethnic origin, sex, religion, disability, political persuasion or sexual orientation.
- 3.7 The Club may refuse membership only for good and sufficient cause, such as conduct or character likely to bring the Club or the sport into disrepute, or, in the case of a swimmer, being unable to achieve the entry standards as laid down and provided by the Club to the applicant for membership.
- 3.8 Membership of the Club shall be renewed on the annual basis through the process or reapplication no later than the 30th September of each year.
- 3.9 The category of membership shall be decided in accordance with the following:
- 3.9.1 Junior Members, who shall be less than 16 years of age, shall not be allowed to hold office, attend meetings of the committee, unless by invitation of the committee or vote at Committee or General Meetings.
- 3.9.2 Senior Members, who shall be not less than 18 years of age, shall be eligible to hold office to attend and vote at Committee and General Meetings.
- 3.9.3 Honorary Members, who shall be elected by the Committee, with the exception of the President or Vice President(s), for such a period as they think fit and they shall be entitled to all the privileges of memberships except that they shall not be entitled to make proposals and resolutions, to vote at meetings or serve as officers or on the Committee unless any such person are active within the Club or retain their ordinary membership. Such Honorary members must be included in the Club's annual return as to membership.
- 3.9.4 Life Members, who shall be elected at the Annual General Meeting on recommendation made by the Committee in recognition of outstanding services rendered to the Club. Life Members shall be entitled to all the privileges of memberships except that they shall not be entitled to make proposals and resolutions, to vote at meetings or serve as officers or on the Committee unless any such person are active within the Club or retain their ordinary membership. Such Honorary members must be included in the Club's annual return as to membership.

4. SUBSCRIPTION AND OTHER FEES

- 4.1 Annual membership shall be determined by period 1st September till the 31st August the following year.
- 4.2 The annual members' subscription and coaching/squad and teaching fees shall be determined from time to time by the Committee and the Committee shall in so doing make special provision for different classes of membership as it shall determine.
- 4.3 The Club annual membership subscription (full year or pro-rata) and coaching/squad fees shall be due on joining the Club, teaching fees are payable quarterly in advance of training periods, coaching/squad fees are due on 1st of every month in advance and where possible should be paid via bank transfer/standing order. The club annual membership is due by 30th September each year.
- 4.4 Any member whose subscription or other fees are unpaid by the date falling 30 days after the due date for payment may be suspended by the Committee from some or all Club activities from a date to be determined by the Committee and until such payment is made.
- 4.4.1 Club members whose membership is unpaid by 30th September will not be able to apply to participate to enter Club Championships until such payment is made in full.
- 4.5 The Committee shall, from time to time, have the power to determine the club annual membership subscription and other fees. Any increase in subscriptions/fees shall be advised to the members in writing with the reasons for any increase to be reported to the members at the next Annual General Meeting.
- 4.6 The club collects individual A.S.A. Membership Fees for the A.S.A. and County Affiliation fees from its members, the fees are set by national and regional A.S.A. and the Worcester County Association and as such any increase is automatically payable by the member – note all three elements are payable for membership. Fees will be communicated to members by 1st January and will be due to the Club by 31st January each year. Parents who are not A.S.A. members in their own right are not entitled to vote on behalf of their children.
- 4.7 The Executive Officers (or the Committee) shall have the power in special circumstances to remit the whole or part of the fees, including the A.S.A. membership fees, which would be payable by the club, to address issues of social inclusion.

5. RESIGNATION

- 5.1 A member wishing to resign membership of the Club must give to the Secretary written notice of his/her resignation. A member's resignation shall only take effect when this (Rule 5.1) has been complied with.
- 5.2 The member who resigns from the Club in accordance with Rule 5.1 above shall not be entitled to have any part of the annual membership fee or any other fees returned.
- 5.3 Notwithstanding the provisions of Rule 5.1 above a member whose subscription or fees are more than two months in arrear shall be deemed to have resigned. Where the membership of a member shall be terminated in this way he/she shall be informed in writing that he/she is no longer a member by notice handed to him/her or sent by post to his/her last known address.
- 5.4 The A.S.A. Membership Department shall be informed should a member resign when still owing money or goods to the Club.

6. EXPULSION AND OTHER DISCIPLINARY ACTION

- 6.1 The Committee shall have power to expel a member when, in its opinion, it would not be in the interests of the Club for the individual to remain a member. The Club in exercising this power shall comply with the provisions of Rules 6.3 and 6.4 below.

- 6.2 Upon expulsion the former member shall not be entitled to have any part of any fees to be refunded and must return any Club or external body's trophy or trophies held forthwith. Clubs in exercising this power are required to comply with the provision of Rules 6.3 and 6.4 below.
- 6.3 The Club shall comply with the relevant Judicial Rules for handling Internal Club Disputes ("the Rules") as the same may be revised from time to time. The Rules are set out in the A.S.A. Judicial Laws and appear in the A.S.A. Handbook. (A copy of the current Rules may be obtained from the A.S.A. Department of Legal Affairs.)
- 6.4 A member may not be expelled or (subject to Rule 6.5 below) be made the subject of any other penalty unless the panel hearing the complaint shall by a two-thirds majority vote in favour of the expulsion of (or other penalty imposed upon) the member.
- 6.5 The Officers of the Club and any Level 3 coach (or any person to whom the Committee shall delegate this power) may temporarily suspend or exclude a member from particular training sessions and/or wider club activities, when in their opinion; such action is in the interests of the Club. Where such action is taken the incident or matter will thereafter be dealt with in accordance with the appropriate Judicial Rules.
- 6.6 The Officials in charge of a particular event shall be responsible for the discipline. If further actions are required this is to be referred to the Inter Disputes procedures as laid down in the ASA Judicial Laws and Regulations.

7. COMMITTEE & GEVERANCE

- 7.1 There shall be three levels of governance of the Club and Learn to Swim:
 - 7.1.1 The General Committee
 - 7.1.2 The Swim Committee who answer to the Officers of the Club
 - 7.1.3 The Social Committee who answer to the Chairman & General Committee
- 7.2 The Committee shall consist of the Chairperson, Vice-Chairperson, Secretary, Treasurer (together "the Executive Officers of the Club") and up to 8 elected members, to act as additional secretaries to manage other specific activities of the club as designated by the committee, all of whom must be members of the Club. All Committee members must be not less than 18 years of age though the Committee may allow younger member(s) to attend their meetings without power to vote.
- 7.3 The Committee shall appoint a member of the Club as Welfare Officer who must be not less than 18 years of age, who should have an appropriate background and who is required to undertake appropriate training in accordance with A.S.A Child Safeguarding courses. The Welfare Officer will have a right to attend Committee meetings without a power to vote.
- 7.4 Nominations for the committee shall take place in accordance with rule 10.3. The Executive Officers and Committee members shall be elected by ballot at the Annual General Meeting each year and shall remain in office until their successors are elected at the next Annual General Meeting and will take office when the Chairman has closed the meeting. Any vacancy occurring by resignation or otherwise may be filled by the Committee. Retiring Executive Officers and members of the Committee shall be eligible for re-election.
- 7.5 Committee meetings shall be held on a monthly basis (save where the Committee itself shall by a simple majority resolve not to meet), and the quorum of that meeting shall be 50% of committee members to include not less than one executive officer. The Chairman and the Secretary shall have discretion to call further meetings of the Committee if they consider it to be in the interests of the Club. The Secretary shall give all the members of the Committee not less than two days written notice of a meeting. Decisions of the Committee shall be made by a simple majority and in the event of equality of votes the Chairman (or the acting Chairman of that meeting) shall have a casting or additional vote. The Secretary, or in his/her absence a

member of the Committee, shall take minutes. Minutes will be distributed to committee members within ten days of the meeting along with the draft agenda for the next meeting. A final agenda will be issued no later than 1 week before the next meeting.

- 7.6 In the event that a quorum is not present within 30 minutes of the published start time, a meeting shall stand adjourned to the time and date falling seven days after the date of the meeting, or such other date and time as may be determined by the Chairman. If a quorum is not present at the adjourned meeting then those Committee members attending may act for the purpose of calling a Special General Meeting of the members, to which the provisions as to minimum notice contained in Rule 12.1 shall not apply.
- 7.7 In addition to the members so elected the Committee may co-opt up further members of the Club who shall serve to complete tasks laid down by the committee until removed or until the next Annual General Meeting. Co-opted members shall be entitled to vote where relevant items are on the agenda at the meetings of the Committee and shall not be counted in establishing whether a quorum is present.
- 7.8 The Committee may from time to time appoint from among their number such sub-committees as they may consider necessary (and to remove (in whole or in part) or vary the terms of reference of such sub-committees) and may delegate to them such of the powers and duties of the Committee as the Committee may determine. All sub-committees shall periodically report their proceedings to the Committee and shall conduct their business in accordance with the directions of the Committee.
- 7.9 The Committee shall be responsible for the management of the Club and Learn to Swim and shall have the sole right of appointing and determining the terms and conditions of service of employees of the Club and Learn to Swim. The Committee shall have power to enter into contracts for the purposes of the Club and Learn to Swim on behalf of all the members of the Club and Learn to Swim. The Committee shall be responsible for ensuring that the Accounts of the Club and Learn to Swim for each financial year be examined by an independent examiner to be appointed by the members in General Meeting.
- 7.10 The members of the Committee shall be entitled to an indemnity out of the assets of the Club and Learn to Swim for all expenses and other liabilities properly incurred by them in the management of the affairs of the Club and Learn to Swim programme.
- 7.11 The Committee shall maintain an Accident Book in which all accidents to Club and Learn to Swim members at swimming related activities shall be recorded. Details of such accidents shall be reported to the A.S.A. Membership Department. The Club shall make an annual return to the A.S.A. Membership Department indicating whether or not an entry has been made in the prescribed form, which is to be found on the membership renewal form.
- 7.12 The Committee shall have power to make regulations, create by-laws (see Rule 14.1) and to settle disputed points not otherwise provided for in this Constitution.

8. CLUB CAPTAINS

- 8.1 Competitive team members shall elect annually from their number for the next subscribed year (section 4.1) and before the annual presentation evening usual held in November, who has active membership to the Club
- 8.1.1 Two Senior Club representatives, one from each gender, who shall be over the age of 14 years at age as of 31st December to act as Senior Club Captains, selected by the Senior Coach and presented to the General Chairman with the following conditions:
- (a) Each competitive swimmer who is a paid up member for the following subscribed year (as per section 4.1) shall be given one vote per gender
 - (b) Swimmers must be from any competitive group

- (c) Nominee swimmers should be consulted prior to nomination
 - (d) There will be no limited to the number of nominations provided by the coach
- 8.1.2 Two Junior Club Representatives, one of each gender, ages 12 and under as of 31st December in the following year, shall be chosen by the Junior members of the swimming team. All 12 years olds as of 31st December in the following year will automatically be eligible and nominated by the Junior Coach and presented to the General Chairman with the following conditions:
- (a) Each competitive swimmer who is a paid up member for the following subscribed year (as per section 4.1) shall be given one vote per gender
 - (b) Swimmers must be 12 and under at 31st December in the following year when the vote is cast
 - (c) Swimmers must compete in the Nuneaton & District Junior Swimming League for the following competitive year
- 8.2 A club captain may not be appointed if:
- (a) Any swimmer who does not meet the criteria of the Club Captain role as set out by the Club
- 8.3 Voting shall commence in October on a Club night (Thursday) and be completed within the month of October with the following conditions:
- (a) Voting shall be on a nominated night communicated at least 30 days before the vote
 - (b) Voting shall be conducted and organised by the Social Committee appointed by Social Committee Chairperson
 - (c) Voting shall be conducted via a secret ballot held at the Club only
 - (d) Nomination ballot slips should be handed to each swimmer at the time of voting only
 - (e) Any swimmer not present at appointed night will forfeit their right to vote
 - (f) Results of the voting will be kept secret and announced at the Clubs annual presentation evening
- 8.4 In the result of a tie vote, swimmers will be allowed to vote once more if there were greater than two nominees. Following the result of a second tie, the decision is made by the toss of a coin conducted by the General Chairperson and witnessed by a Committee member. The runner up will be given the role of Vice Captain for their respective group.
- 8.5 If a Club Captain resigns from the Club during the subscription year a new Club Captain may be appointed as per rule 8.1 and governed by rule 8.2, 8.3 and 8.4 where applicable. The vote shall be cast within 30 days of the accepted resignation.
- 9. OFFICERS AND HONORARY MEMBERS/LIFE MEMBERS**
- 9.1 The Annual General Meeting of the Club, if it thinks fit may elect a President and Vice-Presidents. A President or Vice-President need not be a member of the Club on election shall, *ex officio*, be an honorary member of the Club and must be included in the Club's Annual Return of Members to the A.S.A..

- 9.2 The Committee may elect any person as an honorary member of the Club for such period as it thinks fit, or as a Life Member, and they shall be entitled to all the privileges of membership except that they shall not be entitled to vote at meetings and serve as Officers or on the Committee unless any such person shall have retained in addition their ordinary membership of the Club. Such honorary members and Life Members must be included in the Club's annual return as to membership.

10. ANNUAL GENERAL MEETING

- 10.1 The Annual General Meeting of the Club shall be held each year on a date in May or June. The date, time and venue for the Annual General Meeting shall be fixed by the Committee.

Only in the event of exceptional circumstances shall an AGM be postponed by the Committee once the date, time and venue has been fixed and advised to members. A postponed AGM shall normally be reconvened on a date within one month of the original date and a minimum of 7 days advance notice given to the members of the rescheduled date, time and venue. At this meeting, the same agenda as originally issued shall be used.

- 10.2 The purpose of the Annual General Meeting is to transact the following business:

10.2.1 To receive the Chairman's report of the activities of the Club during the previous year;

10.2.2 To receive and consider the accounts of the Club for the previous year and the report on the accounts of the independent examiner and the Treasurer's report as to the financial position of the Club;

10.2.3 To remove and elect the independent examiner (who must not be a member of the Committee or a member of the family of a member of the Committee) or confirm that he/she remain in office;

10.2.4 To elect the Executive Officers and other members of the Committee;

10.2.5 To decide on any resolution which may be duly submitted in accordance with Rule 10.3.

- 10.3 Nominations for election of members to any office or for membership of the Committee shall be made in writing by the proposer and seconder to the Secretary 1 month prior to the Annual General Meeting. The nominee shall be required to indicate in writing on the nomination form his/her willingness to stand for election. Notice of any resolution proposed to be moved at the Annual General Meeting shall be given in writing to the Secretary not later than 1 month prior to the meeting.

11. SPECIAL GENERAL MEETING

- 11.1 A Special General Meeting may be called at any time by the Committee. A Special General Meeting shall be called by the Club within 28 days of receipt by the Secretary of a requisition in writing signed by not less than twelve 12 members entitled to attend and vote at a General Meeting, stating the purposes for which the meeting is required and the resolutions proposed.

12. PROCEDURE AT THE ANNUAL AND SPECIAL GENERAL MEETINGS

- 12.1 The Secretary shall personally be responsible for the handing out or sending to each member at his/her last known address a written agenda giving notice of the date, time and place of the general Meeting together with the resolutions to be proposed thereat at least fourteen days before the meeting and in the case of the Annual General Meeting a list of the nominees for the Committee posts and a copy of the examined accounts. The Secretary may, alternatively, with the agreement of members (the provision of an email address constitutes agreement – note the member is responsible for ensuring that email address changes are reported to the Secretary) concerned distribute these materials by e-mail or similar form of communication.

The Notice of Meeting shall in addition wherever possible be displayed on the Club Notice Board where one exists.

- 12.2 The quorum for the Annual and Special General Meetings shall be twelve members entitled to attend and vote at the Meeting.
- 12.3 The Chairperson, or in the Chairperson's absence a member appointed by the Committee, shall take the chair. Each member present shall have one vote and resolutions shall be passed by a simple majority. The procedures for submitting resolutions to be considered at a General Meeting are detailed in Rule 10.3. In the event of an equality of votes the Chairman shall have a casting or additional vote. Only paid up members who have reached their 16th birthday shall be entitled to be heard and to vote on all matters. (Members who have not reached their 16th birthday shall be entitled to be heard and vote only on those matters determined by the Chairperson as matters concerning juniors.)
- 12.4 The Secretary, or in his/her absence a member of the Committee, shall take minutes at the Annual and Special General Meetings.
- 12.5 The Chairman shall at all General Meetings have unlimited authority upon every question of order and shall be, for the purpose of such meeting, the sole interpreter of the Rules of the Club.

ADMINISTRATION

13. ALTERATION OF THE RULES AND OTHER RESOLUTIONS

- 13.1 The Rules may be altered by resolution at an Annual or Special General Meeting provided that the resolution is carried by a majority of at least (two-thirds) of members present and entitled to vote at the General Meeting. No amendment(s) to the Rules shall become effective until such amendment(s) shall have been submitted to and validated by such person as is authorised to do so by the ASA West Midlands Region.

14. BY-LAWS

- 14.1 The Committee shall have power to make, repeal and amend such by-laws as they may from time to time consider necessary for the well being of the Club or Learn to Swim which by-laws, repeals and amendments shall have effect until set aside by the Committee or at a General Meeting.

15. FINANCE

- 15.1 All moneys payable to the Club shall be received by the Treasurer and deposited in a bank account in the name of the Club. No sum shall be drawn from that account except by cheque signed by two of the three authorised signatories agreed by the Committee. Any monies not required for immediate use may be invested as the Committee in its discretion think fit.
- 15.2 The income and property of the Club shall be applied only in furtherance of the objects of the Club and no part thereof shall be paid by way of bonus, dividend or profit to any members of the Club, (save as set out in Rule 18.3.).
- 15.3 The Committee shall have power to authorise the payment of remuneration and expenses to any Officer, member or employee of the Club and to any other person or persons for services rendered to the Club.
- 15.4 The financial transactions of the Club shall be recorded by the Treasurer in such manner as the Committee thinks fit.
- 15.5 The financial year of the Club shall be the period commencing on April 1st and ending on 31st March. Any change to the financial year shall require the approval of the members in a General Meeting.

15.6 The Committee shall retain all financial records relating to the club and copies of Minutes of all meetings for a minimum period of six years.

16. BORROWING

16.1 The Committee may borrow money on behalf of the Club for the purposes of the Club from time to time at their own discretion, up to such limits on borrowing as may be laid down from time to time by the General Meeting, for the general upkeep of the Club or with the prior approval of a General Meeting for any other expenditure, additions or improvements.

16.2 When so borrowing the Committee shall have power to raise in any way any sum or sums of money and to raise and secure the repayment of any sums or sums of money in such manner or on such terms and conditions as it thinks fit, and in particular by mortgage of or charge upon or by the issues of debentures charged upon all or any part of the property of the Club.

16.3 The Committee shall have no power to pledge the personal liability of any member of the Club for the repayment of any sums so borrowed.

17. PROPERTY

17.1 The property of the Club, other than cash at the bank, shall be vested in not more than four Custodians. They shall deal with the property as directed by resolution of the Committee and entry in the minute book shall be conclusive evidence of such a resolution.

17.2 The Custodians shall be elected at a General Meeting of the Club and shall hold office until death or resignation unless removed by a resolution passed at a General Meeting.

17.3 The Custodians shall be entitled to an indemnity out of the property of the Club for all expenses and other liabilities properly incurred by them in the discharge of their duties.

18. DISSOLUTION

18.1 A resolution to dissolve the Club shall only be proposed at a General Meeting and shall be carried by a majority of at least three-quarters of the members present and entitled to vote. A specific date for the dissolution shall be included in the resolution.

18.2 The dissolution shall take effect from the date specified in the resolution and the members of the Committee shall be responsible for the winding-up of the assets and liabilities of the Club.

18.3 Any property remaining after the discharge of the debts and liabilities of the Club shall be given to a charity or charities (or other non-profit making organisation having objects similar to those of the Club for the furtherance of such objects) nominated by the last Committee.

19. ACKNOWLEDGEMENT

19.1 The Members acknowledge that these Rules constitute a legally binding contract to regulate the relationship of the members with each other and the Club.

Note : The following statement needs to appear on Club membership forms and is to be signed by the member and must also be countersigned by the parent, or a person having parental responsibility for the member, if under 18 years of age:

I acknowledge receipt of the rules of Haden Hill Swimming Club and confirm my understanding and acceptance that such rules (as amended from time to time) shall govern my membership of the Club. I further acknowledge and accept the responsibilities of membership upon members as set out in these rules.

APPENDIX A

ASA LAWS AND REGULATIONS

INTERNAL CLUB DISPUTES

1 CLUB RIGHTS AND RESPONSIBILITIES

The rights and responsibilities of a club in terms of its discipline, its internal dispute procedures and the sanctions it can impose are given in ASA Law 281 which specifies:-

ASA Regulation 281 Club discipline and internal dispute procedures

281.1 For a breach of its own rules, an affiliated club or body may:

281.1.1 apply sanctions to a member relating to activities wholly within its own jurisdiction up to and including suspension from any or all of them;

281.1.2 expel a member, provided that before doing so it informs the member of the alleged offence and gives him a reasonable opportunity to defend himself against the charge. If the alleged offence is also a breach of ASA Law or Regulations the club or body shall not deal with it but may make a complaint under the Judicial Laws and Regulations.

281.2 A club or body may expel from membership and/or refuse to renew the membership of any member who has been suspended according to Regulation 109 or Regulation 241 provided that any such expulsion or initial refusal shall not be lawful after the twelve months immediately following the end of the suspension.

281.3 Each club shall include in its rules provisions specifying the procedures to be carried out to handle internal club disputes.

281.4 Any such provisions shall comply with the ASA Recommended Club Constitution and the accompanying Guidance Notes.

2 COMPLAINT TO ASA

Any dispute that involves an allegation of a breach of ASA Law must be submitted to the ASA and dealt with as a complaint under the condition of ASA Regulation 150.4 and ASA Regulation 281.1.2. ASA Judicial Regulation 102 deals with the circumstance of a complaint made to the ASA. It provides the necessary explanation that defines a complaint, the grounds on which a complaint can be made, who can make a complaint and the procedure to be used.

ASA Judicial Regulation 102. Complaints

102.1 A complaint is a formal expression of dissatisfaction with the actions or behaviour of any person, including an individual or a club, or other body, or organisation or with alleged unfair practice in connection with the sport.

3 INTERNAL DISPUTES

When a dispute arises between two or more members of the same club, body or organisation it must be handled using the Internal Disputes procedure specified in the Club Constitutional Rules and the following ASA Judicial Regulations 150 to 155.

ASA Judicial Regulation 150 General

150.1 The primary objective of the Regulations in this section is to set out ways by which a just outcome of an internal dispute between the members of a club, organisation, association or body may be secured as expeditiously as possible.

150.2 An 'internal club dispute' is a dispute involving an alleged breach of the club's rules, between two or more club members, any or none of whom may be an officer of the club, or one or more club members and one or more employees of the club (the "parties").

150.3 If a dispute cannot be resolved fairly and amicably between the parties concerned, and does not involve a breach of ASA Law, it may be dealt with under the relevant provisions of Regulation 281 which deal with club rights and responsibilities.

150.4 Any dispute which involves an allegation that there has been a breach of ASA Law by a member must be dealt with as a Complaint under Regulation 102 and the other relevant Regulations.

150.5 If the dispute involves an allegation against a paid employee of the club the issue must be dealt with under the terms of his contract of employment.

150.6 A failure by a club or any of the parties to comply with these Regulations 150 to 155 inclusive shall be grounds for a complaint under Regulation 102.

150.7 Organisations, associations or bodies affiliated to the ASA shall conform with such parts of Regulations 150 to 155 inclusive as may reasonably be applied to them, in all respects as if they were a club.

ASA Judicial Regulation 151 Sequence of steps to deal with a dispute

151.1 The parties shall use any reasonable means to settle the issues between them informally and amicably.

151.2 If such a resolution cannot be achieved, the dispute shall be referred to the chairman of the club committee or, if he is a party to the dispute, to another officer of the club who is not a party who within seven days of the reference shall appoint an independent person to act as a mediator between the parties. The mediator may be a member of the club or a member of another club affiliated to the ASA.

151.3 If the mediator is unable to bring about a satisfactory settlement within twenty one days, the club committee shall within a further fourteen days appoint a panel (the "panel") to determine the dispute.

151.3.1 The panel shall consist of three persons who have not been involved in the dispute, either from the members of the club or, if this is not possible or desirable, from the members of any other club affiliated to the ASA.

151.3.2 The parties shall be given the opportunity to object to any of the members of the panel at least seven days before the scheduled date of any hearing. The club committee shall consider any such objections, decide whether they are justified and act accordingly.

ASA Judicial Regulation 152 Procedure before a hearing

152.1 The panel members shall appoint one of their numbers to act as the Chairman and either appoint another of their number, or alternatively appoint an additional person without any other powers, to act as the clerk of the hearing.

152.2 The Chairman of the panel shall arrange the date of the hearing and notify the parties of the arrangements at least fourteen days in advance of the date set. The notified date shall not be changed unless one or more of the parties has a compelling reason for not being able to attend on the notified day or time.

ASA Judicial Regulation 153 Procedure at a hearing

153.1 The procedure shall be flexible and it shall be the responsibility of the Chairman of the panel to ensure the orderly and effective conduct of the hearing.

153.2 The panel shall not be bound by the judicial rules of the courts of England and Wales governing procedure or the admissibility of evidence provided that the hearing is conducted in a fair and orderly manner and that each party is given a reasonable opportunity to give and call evidence, address the panel and present his case. The Chairman shall have the discretion to limit the number of witnesses that would otherwise have been called.

153.3 Witnesses shall normally be provided with an area outside the hearing room and not take any part in the hearing other than giving evidence and responding to questions

153.4 The parties shall be informed of their right to make a complaint under Regulation 102 if they are dissatisfied with the conduct of the hearing or the grounds upon which the decision was made or if they consider any sanction imposed to be disproportionate.

ASA Judicial Regulation 154 Procedure after a hearing

154.1 The panel shall come to a decision as soon as reasonably practicable after the hearing and if possible announce its findings and decisions orally to the parties.

154.2 Notwithstanding anything in Regulation 154.1 the Chairman shall notify the parties and, if the club was not a party to the dispute, the club secretary in writing of its findings and decisions within five days of the hearing.

ASA Judicial Regulation 155 Considerations regarding children

155.1 Any person under the age of eighteen (a "child") who is a party to a dispute or who has been called as a witness shall normally be accompanied by a parent, a person with parental responsibility or a suitable adult. The Chairman shall have the sole discretion as to whether a child is permitted to present or defend a case or be questioned as a witness and may order that the child be assisted or represented by an adult.

155.2 The Chairman shall give due consideration to any child attending a hearing as a party to a dispute or to give evidence and in particular:

155.2.1 No child aged fourteen or under shall normally be expected to attend a hearing to give evidence in person. His evidence shall normally be given as a written statement with the assistance of a club welfare officer or other person acceptable to the child and parent. Questions and responses may be relayed by a panel member

If the child appears distressed the panel shall rely only on the written evidence:

155.2.2 A child over the age of fourteen shall only attend a hearing as a party to the dispute or to give evidence in person provided he wishes to, and the Chairman has consulted with the parent and child and is satisfied that they both understand the nature of the hearing and what will happen and that the child is competent to attend:

155.2.3 If there is a disagreement between parent and/or child and the Chairman on any of the considerations above, the Chairman shall consider requesting advice from the Independent Child Protection Officer via the ASA Legal Department.

155.3 During the hearing, a child who is expected to give evidence in person and his accompanying adult(s) shall be required to attend only those parts of the hearing which are necessary for him to give his evidence and shall be provided with a separate waiting area with no contact with any of the [other] parties.

155.4 After the hearing the Chairman shall inform the parent of the panel's findings and decisions and shall discuss whether he or the parent shall inform the child.