

Swindon ASC

Coaches/Teachers Code of Conduct



Purpose:

This document has been created to establish a set of guidelines and rules which will outline the responsibilities and behaviour of Coaches/Teachers.

General:

1. Treat all members of and persons associated with Swim England (SE) with due dignity and respect.
2. Respect and celebrate difference in our club. Treat everyone equally and never discriminate against another person on any grounds including that of age, gender, race, sexual orientation, faith or ability.
3. The use of inappropriate or abusive language, bullying, harassment, physical violence or any other behaviour which hurts others will not be tolerated and could result in action being taken through the club disciplinary or child welfare policies.
4. Display a high standard of behaviour at all times. Always report any poor behaviour by others to an appropriate Club Member.
5. Recognise and celebrate the good performance and success of fellow Club and team members. Appreciate that everyone has a different level of skill or talent.
6. Respect the privacy of others, especially in the use of changing facilities. In particular, do not use any device to take photographs or footage of others in the changing rooms or cubicles.
7. The rules above apply (but are not limited to) in person, use of social media like Twitter / Facebook / Instagram, text (including messaging apps such as WhatsApp), mobile phone, email etc.
8. Read and follow the Club's Policies and Procedures which support this Code of Conduct (includes but is not limited to):
 - a. Health and Safety
 - b. Safeguarding
 - c. Social Networking
 - d. Use of Photography / Filming
 - e. Anti-Bullying
 - f. Equity

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Coaches / Teachers:

1. This code is an extension to the Swim England Code of Ethics. Both should be followed.
2. Champion everyone's right to take part and celebrate difference in our club by putting the well-being, health and safety of members above all considerations including developing performance.
3. At all times adhere to the Swim England regulations, Code of Ethics, Club Constitution and rules.
4. At all times adhere to Wavepower and the club safeguarding procedures.
5. At all times adhere to the Swim England and Swindon ASC Equality Policies.
6. Consistently display high standards of behaviour and appearance.
7. Treat all Swimmers with respect and dignity, value their worth and treat everyone equally, recognising their needs and abilities within the context of their sport.
8. Develop an appropriate working relationship with Members based on mutual trust and respect.
9. Always ensure that all teaching, coaching and competition programmes are appropriate for the age, ability and experience of the individual Swimmer.
10. Always identify and meet the needs of the individual Swimmer as well the needs of the team / squad.
11. Be fair and equal in team and training squad selection.
12. Never exert undue influence to obtain personal benefit or reward. In particular, Coaches must not use their position to establish or pursue a sexual or improper relationship with an athlete or someone close to them.
13. Encourage and guide Members to accept responsibility for their own behaviour and performance.
14. Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching Children. Keep your coaching and/or teaching qualifications and CPD up to date.
15. Complete Swim England approved child safeguarding training every three years
16. Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years).

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17. Treat all information of a personal nature about individual swimmers as confidential, except in circumstances where to do so will allow the child to be placed at risk of harm or continue to be at risk of harm.
18. Encourage all Members to obey the spirit of the rules and regulations both in and out of the pool. Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst children. Seek advice from the Welfare Officer where necessary.
19. Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors, and physiotherapists) in the best interests of the Member.
20. Never encourage or condone Swimmers, Volunteers, Officials or Parents to violate the rules of the club or the sport and report any violations appropriately.
21. Observe the authority and the decision of the Officials and only question those decisions in the appropriate manner.
22. Treat all competitors and other club teams with respect, whether that is in victory or defeat and encourage all team members and fellow club members to do the same.
23. Refer all concerns of a child safeguarding nature in line with the procedures detailed in Wavepower.