

Code of Conduct for Swimming Coaches and Teachers.



This code is an extension to the Swim Wales Code of Ethics, both should be followed.

The Coach / Teacher must:

1. Put the well-being, health and safety of members above all considerations including developing performance.
2. At all times adhere to the Swim Wales Code of Ethics, Rules and Laws.
3. At all times adhere to the Swim Wales Child Safeguarding Policy and Procedures.
4. Consistently display high standards of behaviour and appearance.
5. 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.
6. Develop an appropriate working relationship with swimmers based on mutual trust and respect.
7. Meet Swim Wales commitment to equality, diversity and inclusion.
8. Always place the well-being, health and safety of swimmers above all other consideration including developing performance.
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 as 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 swimmers 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.
15. 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.
16. Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.
17. Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors and physiotherapists) in the best interests of the swimmer.
18. Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the club or the sport and report any violations appropriately.
19. Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.
20. 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.
21. Refer all concerns of a child safeguarding nature in line with the club/Swim Wales safeguarding children policy.

General Behaviour

1. Smoking is prohibited whilst en route, prior to, during or following a competition event, training session or team activities.
2. Consumption of alcohol is totally forbidden and must not be consumed whilst en route, prior to, or following a competition event, training camp or team activities. During competition alcohol is strictly forbidden.
3. It is important that information on all medication being currently taken is reported to the Team Manager who will report it to the relevant personnel. Allergies to any medication must also be reported to the Team Manager.
4. The use of illegal drugs and substances, even though they may not appear on the official banned list in respect of performance enhancing drugs, is nonetheless prohibited.
5. Illegal and performance enhancing drugs and substances are strictly forbidden. Coaches / Teachers are expected to be aware of the current list of banned substances and particular care must be exercised if anyone is on medication prior to or during a meet. (List available from www.wada-ama.org)

Equality, Diversity and Inclusion

1. Swim Wales and MHSS have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in aquatic sports (as competitors, officials, coaches and administrators) irrespective of their race, gender, disability, age, sexual orientation and faith and ability.
2. This code of conduct includes the Association's commitment to address equality, diversity and inclusion in aquatic sports, therefore, the Association will not tolerate:
 - ❖ Discrimination on the grounds set out in 1 above
 - ❖ Harassment
 - ❖ Bullying
 - ❖ Abusive or insensitive language
 - ❖ Inappropriate behaviour detrimental to any individuals or groups of individuals
3. Swim Wales and MHSS are governed by England and Wales (Scotland where applicable) laws and will seek to ensure that its participants are committed to addressing its responsibilities under the Equality Act 2010, Equal Pay Act 1970, and the Human Rights Act 1998.
4. Committees, officials, and volunteers in all aquatic disciplines must address this responsibility to support equality diversity and inclusion in our sport.

Any misdemeanours and breach of this code of conduct will be dealt with by the club in the first instance.

Signed: _____

Name: _____

Date: _____