

Code of Conduct for Committee Members, Officials and Volunteers



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

Committee Members, Officials and Volunteers must:

1. At all times adhere to the Swim Wales Code of Ethics, Rules and Laws. (Please see Swim Wales website)
2. At all times adhere to the Swim Wales Child Safeguarding Policy and Procedures. . (Please see Swim Wales website)
3. Adhere fully to the role and job description as outlined by the club and never use that role to gain favour for yourself or any individual swimmer
4. Consistently display high standards of behaviour and appearance
5. Treat all swimmers with respect and dignity, value their work and treat everyone equally recognising their needs and ability within the context of the sport.
6. Encourage and guide swimmers to accept responsibility for their own behaviour and performance
7. Continue to seek and maintain your own development in line with your role and complete a Safeguarding Children in Sport course, if appropriate to your role
8. Meet Swim Wales commitment to equality, diversity and inclusion
9. 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.
10. Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.
11. Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the club or the sport and report any violations appropriately.
12. Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.
13. 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.
14. 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 whilst responsible/in charge of children & vulnerable adults and/or residing in the same accommodation or attending athletes and team staff.
2. Consumption of alcohol is totally forbidden under the conditions above in point 1. During competition alcohol is strictly forbidden at all times.
3. 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.
4. 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 aquatics (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 aquatics, 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 or event management as appropriate.

Signed: _____

Name: _____ Date: _____