



Code of Conduct for Members, Committee Members, Officials and Volunteers

As a member at the club, we understand you have the right to:

- Enjoy the time you spend with us and be supported in your role.
- Be informed of Wavepower and the club child safeguarding reporting procedures.
- Know who the Welfare Officer(s) is/are and how to contact them.
- Be informed of the internal club complaints process and who to contact at the club for advice on complaints.
- Be aware of the club rules and procedures.
- Be involved and contribute towards decisions within the club.
- Be respected and treated fairly by the club.
- Feel welcomed, valued and listened to.

As a member at the club we expect you to:

| Rules and Regulations | Volunteering and Behaviour | You the person |
|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Adhere to and implement Wavepower. | Refer all child safeguarding concerns to the Welfare Officer. | Champion everyone's right to take part and celebrate difference in our club or activity by not discriminating against anyone else on the grounds of gender, race, sexual orientation, faith, or ability or any other relevant characteristic. |
| Adhere to the Swim England Equality and Diversity Policy. | Respect children's trust and rights whilst being honest and open with them. | Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst children. Seek advice from the Welfare Officer where necessary. |
| Adhere to the Swim England regulations, Code of Ethics, club constitution and rules. | Treat all personal information about members or their families on a confidential "need-to-know" basis unless information sharing with others is required to protect and safeguard a child from harm. | Keep any qualifications or CPD up to date if applicable to your role. |
| Adhere to any conditions stipulated under the pool hire agreement. | Encourage children to behave in a positive manner and follow the rules of the club and sport. | Complete Swim England safeguarding training every 3 years as applicable to your role. |
| Keep children safe in sessions and at competitions with appropriate staffing ratios. | Adhere to your role responsibilities allowing others to adhere to theirs. | Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years) as applicable to your role. |

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| Ensure any equipment used is fit for purpose, safe to use and accessible. | Promote a positive and welcoming environment and culture within the club. | |
| Follow the club procedures should a child have an accident or suffer an injury. | Always put the wellbeing, health and safety of the child before all other considerations including the development of performance. | |
| Ensure any complaints raised to you are appropriately referred under the Swim England club complaint process. | | |
| Support the club as required in maintaining minimum affiliation standards. | | |

- and the club safeguarding procedures.

Breaches of the Code of Conduct may result in disciplinary action being taken against you by the club committee under the judicial regulations or if you are employed under your contract of employment. Continued issues and repeated breaches may result in your dismissal from the club. Any criminal offence will be reported to the Police and any other relevant authority, by the club.

Member Signature: _____ Printed name: _____

Position in Club: _____ Date: _____

ADSC, February 2024

