

Code of Conduct for Coaches & Teachers

Updated August 2020

As a coach/teacher in sport you have an opportunity to make a positive impact on the lives of young people. You, and any other person working with you should abide by the Codes of Conduct. You should:

- Be eligible to work in a regulated activity or position
- Understand and ensure the welfare and well-being of young people is paramount
- Be qualified for your role and keep up-to date with knowledge and skills appropriate to your position
- Abide by the club, region and Swim Ireland safeguarding policies and rules
- Comply with all additional Club and Swim Ireland policies and protocols as introduced to limit the spread of Covid 19 and other transmissible viruses
- Ensure a safe and fun environment for young people you are responsible for by:

Plan and prepare for sessions:

- explain to young people what is planned for each session
- Understanding a young person's developmental needs and being aware of how a young person may be physically and psychologically affected
- Having consent and accessible emergency contact details for each young person
- Ensure your sessions are adequately supervised and you work in an open environment
- Keep the attendance via OnDeck app or other system as used by the club
- Being positive in your interactions with young people
- Prioritise young people's skill development and enjoyment
- Set age appropriate and realistic goals
- Treating each young person equally and fairly; challenging bullying behaviour
- Praising and encouraging effort
- Engaging positively with parents/carers letting them know how they can help and what you expect from parents

Coaches/teachers must:

- Not expose a young person to criticism, hostility or sarcasm
- Not swear at, make fun of, shout unnecessarily or argue with a young person
- Be aware of a young person's sensitivity to body image
- Never use physical punishment or force
- Correct mistakes without using any form of punishment, exclusion or humiliation
- Never use banned substances or alcohol whilst responsible for or in the company of athletes
- Not engage in behaviour that is inappropriate e.g. bullying behaviour, rough physical games, provocative games
- never allow or engage in inappropriate physical contact of any kind or make sexually suggestive comments about or to a young person
- Ensure to maintain a healthy, positive and professional relationship with all athletes.
- A coach/teacher in a position of authority and trust must not engage in sexual relationships with 16 or 17 year old athletes where an unequal power relationship exists.

As a coach/teacher your responsibilities are to:

- Act as a role model for young people by promoting a healthy lifestyle and encouraging a positive approach to sport



- Maintain the highest standards of personal conduct and respectful behaviour in any activity related to the club, region or Swim Ireland
- Co-operate with the recommendations from medical and ancillary practitioners concerning the health and well-being of a young person. As a coach/teacher you should ensure any young person is medically fit to participate in the activity; you may request a certificate of medical fitness to ensure safe or continued participation
- Act only within your qualifications and competence; you should not carry out medical testing, therapy or provide advice if you are not qualified to do so; any such activity must only be with the assent of the young person and the consent of a parent/carer
- Keep any personal or medical information relating to a young person strictly confidential unless required to pass this on in the best interests of the young person
- Never apply undue influence or pressure on a young person for your own personal benefit or reward

Note agreement to your Code of Conduct is mandatory as a member of the ESB Swimming Club. Any breach in this code of conduct will be dealt with appropriately and in accordance through the Club complaints and disciplinary process in line with Swim Ireland regulations.