

Code of conduct for coaches and teachers

[incorporating Swim England's relevant code, as set out in Wavepower 2020-2023]

Objective:

Coaching and teaching are deliberately undertaken responsibilities. All coaches and teachers of Greenwich Royals Swimming Club ('GRSC') are responsible for observing the principles set out in this Code of Conduct.

As a coach or teacher, GRSC understands you have the right to:

1. Enjoy the time you spend with us and be supported in your role.
2. Be informed of Wavepower¹ and club safeguarding procedures, including child safeguarding reporting procedures.
3. Know who the Welfare Officer(s) is/are and how to contact them.
4. Be informed of the internal club complaints process and who to contact at the club for advice on complaints.
5. Be aware of the club rules and procedures.
6. Be involved and contribute towards decisions within the club.
7. Have access to ongoing training and CPD in all aspects of your role.
8. Be respected and treated fairly by the club.
9. Feel welcomed, valued and listened to.

As a coach or teacher at GRSC we expect you to:

1. Adhere to and implement Wavepower and club safeguarding procedures.
2. Adhere to the Swim England Equality and Diversity Policy².
3. Adhere to the Swim England regulations, Code of Ethics (Appendix A), club constitution and rules.
4. Adhere to any conditions for teaching and coaching under the pool hire agreements.
5. Refer all child safeguarding concerns to the Welfare Officer.

¹ <https://www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/>

² <https://www.swimming.org/swimengland/equality-and-diversity/>

6. Champion everyone's right to take part whether adult or child and celebrate difference in our club or activities by not discriminating against anyone on the grounds of age, gender, race, sexual orientation, faith or ability.
7. Respect your position of trust and maintain appropriate boundaries and relationships with children as set out on page 112 of Wavepower.
8. Consider your behaviour and do not engage in any behaviour that constitutes any form of abuse.
9. Not use your position to obtain personal benefit, reward or to pursue an inappropriate or sexual relationship with a child.
10. Respect members' trust and rights whilst being honest and open with them.
11. Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst members. Seek advice from the Welfare Officer where necessary.
12. Never encourage or condone members, volunteers, officials or parents/ guardians to breach the rules of the club or the sport. Report any breaches appropriately.
13. Lead by example promoting positive behaviour, good sportsmanship and encouraging members to behave in a positive manner and follow the rules of the club and sport. This includes not drinking alcohol or smoking before or during sessions or at competitions and wearing appropriate GRSC attire as determined by the club's committee from time to time.
14. Encourage and guide swimmers to accept responsibility for their own behaviour and performance.
15. Ensure team/ squad selection is clear and transparent and be fair and equal when making decisions.
16. Always identify and strive to meet the needs of an individual swimmer as well the needs of a team/ squad.
17. Keep your coaching and/or teaching qualifications and CPD up to date.
18. Complete Swim England approved child safeguarding training every three years.
19. Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years).
20. Use positive and constructive methods when teaching and coaching, ensuring competitive programmes are appropriate for the age, ability and experience of an individual.
21. Always put the wellbeing, health and safety of members before all other considerations including the development of performance.

22. Keep members safe in your sessions with appropriate staffing ratios, using safe methods of instruction and techniques and by putting their safety first.
23. Ensure any equipment used is fit for purpose, safe to use and accessible.
24. Follow the club procedures should a member have an accident or suffer an injury.
25. Develop positive relationships with parents/guardians and where possible provide them with regular information and updates regarding their child's development in aquatics i.e. swimming, para-swimming and open water swimming.
26. Listen to any concerns the parent/guardian or child may have and seek advice (where appropriate) to resolve any concerns.
27. Treat all personal information about children 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.
28. Observe the authority of officials and follow the rules of the sport when questioning any decisions.
29. Treat everyone with respect and encourage all members to respect all competitors and teams from other organisations in victory or defeat.
30. Co-operate with other specialists (e.g. other coaches, officials, sport scientists, doctors, and physiotherapists) in the best interests of a member whilst maintaining confidentiality and operating within safeguarding protocols at all times.

Equality statement

- A1. Swim England and GRSC are fully committed to the principles and practice of equality of opportunity in all its functions. We are committed to tackling all forms of discrimination and strive to be inclusive to all who wish to participate in swimming (whether members, volunteers, coaches/ teachers etc.) irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation (Protected characteristics under the Equality Act 2010) or any other characteristics.
- A2. More on Swim England's Equality Policy, which applies to GRSC too, can be found at <https://www.swimming.org/swimengland/equality-and-diversity/>.

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.

**Signature of
coach/teacher**

Printed name

**Position in
the club**

Date

Appendix A – Swim England Code of Ethics³

Swim England Code Of Ethics



Terms of Reference

The content of this Code of Ethics applies to all those involved within the sport of Swimming, Diving, Water Polo, Open Water Swimming and Synchronised Swimming. The Code of Ethics should be read in conjunction with the ASA Codes of Conduct contained in Wavepower (ASA Child Safeguarding Policy and Procedures).

Swim England Code of Ethics

All individuals within the Swim England aquatic disciplines will at all times:

- Respect the rights, dignity and worth of every person, be they adult or child, treating everyone equally within the context of the sport.
- Respect the spirit of the sport adhering to the rules and laws in and out of the pool, incorporating the concept of friendship and respect for others.
- Promote the positive aspects of the sport and never condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.
- Accept responsibility for their own behaviour and encourage and guide all Swim England members and parents of junior members to accept responsibility for their own behaviour and conduct.
- Ensure all concerns of a child safeguarding nature are referred in accordance with Wavepower (Swim England ((ASA) Child Safeguarding Policy and Procedures).
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and never behave or encourage or condone others to behave in a manner that is liable to bring the sport into disrepute.
- Adhere to Wavepower the Swim England Child Safeguarding Policy and Procedures.
- Adhere to the Swim England Anti-Doping Rules.
- Adhere to the Swim England Equity Policy.
- Adhere to the Swim England Laws and Regulations.
- Adhere to the Swim England Codes of Conduct.

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³ <https://www.swimming.org/library/documents/1018/download>