



Code of Conduct

All Club members of Oldham Seals are expected to comply with the following 'Code of Conduct' guidelines while taking part in any club activities. Similarly, it is expected that all members of Oldham Seals including swimmers, teachers / coaches, volunteers, and parents adhere to the following:

Overall Philosophy

1. Swimmers are allowed to learn;
2. Swimmers are part of a safe environment;
3. Swimmers are part of a successful swimming club;
4. There is a **team** philosophy where individual swimmers support each other;
5. A swimmer's behaviour and conduct at training and in competition should support any other swimmer's ability to learn and the coach's ability to teach other swimmers;
6. Swimmers should show a commitment and strive for their own goals and for the good of the team.

Swimmer's Code of Conduct

Swimmers agree to abide by the Code of Conduct

Philosophy:

1. Behave with care, courtesy and consideration at all times;
2. Work hard and let others work hard too;
3. Respect and take pride in your Club;
4. Enjoy being part of a happy and successful Club.

How to achieve:

- Arrive on time – 10 minutes before the start time of each session.
- Be fully equipped and prepared for training sessions:
 - 1) Each swimmer should have their own goggles, swim caps, drinks bottles, boards, fins etc.
 - 2) These should be sorted out **before** the start of each training session.
 - 3) Swimmers should also use the lavatory **before** each training session.
- Complete the work required – disruption of training by a swimmer will be grounds for removal from the session.
- Show respect and care for the property of others.
- Pay others respect including all Club coaches and teachers.
- Be polite to everyone - show team spirit and good sportsmanship at **ALL** times.
- Be proud of yourself and of the Club's achievements.
- Support your Club whenever and wherever possible.
- Any form of bullying will not be tolerated.
- Swimmers must not drink alcohol or use tobacco products or illegal drugs or substances banned by British Swimming or FINA.
- Inform your coach if you are feeling unwell or you have a medical problem.

Electronic devices

- The use of electronic devices (mobile phones/camera phones etc) are NOT to be used on poolside either at the training facility or competition location (*unless this has been approved by one of the Executive Committee [i.e. Chairman, Secretary, Treasurer] beforehand.*



OLDHAM SEALS SWIMMING CLUB



- The taking of photographs and/or videos on poolside or in the changing area, either at the training facility or competition location is strictly prohibited (*unless this has been approved by one of the Executive Committee [i.e. Chairman, Secretary, Treasurer] beforehand*). This is a safeguarding issue and MUST be adhered to.
- The taking of photographs and/or videos from the spectator area of swimmers in the swimming pool or swimming pool area, either at the training facility or competition location is strictly prohibited, *unless this has been approved by one of the Executive Committee [i.e. Chairman, Secretary, Treasurer] beforehand*. This is a safeguarding issue and MUST be adhered to.
- Photographs and/or videos may be taken outside of the poolside and changing areas but are **NOT** to be posted on any Social Media platform i.e. Facebook, Snapchat, Instagram etc. without permission from those in the photograph or video and you have parental approval. This is a safeguarding issue and MUST be adhered to.
- Oldham Seals Amateur Swimming Club will not be held responsible for any loss or damage to any electronic device brought to the training facility, competition locations or in use during any Club activity. All devices are brought at the owners own risk.

Parent's Code of Conduct

Oldham Seals is fortunate to have highly experienced professional teachers and coaches working to develop our children into better swimmers and above all teaching and instilling important life skills e.g. sportsmanship, self-discipline and time management. In this respect, parents should support and encourage their child in the course of their development within the sport of swimming.

Parents agree to abide by the code of conduct:

- Set the right example for your child and other children by showing respect and courtesy to all Oldham Seals teachers and coaches.
- Demonstrate good sportsmanship at training and competition.
- Be proud of your child's achievements, however small or large.
- Respect the aims and objectives of Oldham Seals Swimming Club in training and competitions, and support your child by allowing them to turn up on time for training and competitions.
- Parents should recognise that Oldham Seals Swimming Club teachers and coaches are professionals working for the swimmer's benefit, allowing them to coach your child without interference during training and competition. **This includes not being present on the poolside in training and competition** (unless assisting at competition).
- Any concern that parents have should be addressed to the Head Coach in private or to a member of the Oldham Seals Committee.
- Parents should insist that their children should avoid the use of alcohol, tobacco products, violence, abusive or bad language, inappropriate sexual conduct or any other behaviour regarded as discourteous, dishonest, offensive, or disrespectful of others.
- Parents should not impose any personal ambitions on their child.

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Teacher / Coach Code of Conduct

Agree to abide by the code of conduct:

- Respect the rights, dignity and worth of every individual swimmer as a human being.
- Treat everyone equally regardless of gender, disability, ethnic origin or religion.
- Respect the talent, developmental stage and goals of each swimmer in order to help each swimmer reach their full potential.
- Not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with swimming events and/or swimming results in which they are participating or have been directly involved in.
- Maintain high standards of integrity.
- Operate within the rules of your sport and in the spirit of fair play, while encouraging all swimmers to do the same.
- Advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of the British Swimming and FINA.
- Do not disclose any confidential information relating to any swimmer without prior written consent.
- Be a positive role model for your sport and swimmers, and act in a way that projects a positive image of coaching.
- All swimmers are deserving of equal attention and opportunities.
- Ensure the swimmer's time spent with you is a positive experience.
- Be fair, considerate and honest with swimmers.
- Encourage and promote a healthy lifestyle – refrain from smoking and drinking alcohol around swimmers.



OLDHAM SEALS SWIMMING CLUB



Professional responsibilities

- Display high standards in your language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport - this includes opponents, coaches, officials, administrators, the media, parents and spectators.
- Encourage swimmers to demonstrate the same qualities.
- Be professional and accept responsibility for your actions.
- You should not only refrain from initiating a relationship with a swimmer, but should also discourage any attempt by a swimmer to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
- Accurately represent personal coaching qualifications, experience, competence and affiliations.
- Refrain from criticism of other coaches.
- Make a commitment to providing a quality service to all swimmers
- Seek continual improvement through ongoing teacher/coach education, and other personal and professional development opportunities.
- Provide swimmers with planned and structured training programmes appropriate to their needs and goals.
- Seek advice and assistance from professionals when additional expertise is required.
- Maintain appropriate records.

Provide a safe environment for training and competition

- Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe.
- Ensure equipment and facilities meet safety standards.
- Ensure equipment, rules, training and the environments are appropriate for the age, physical and emotional maturity, experience and ability of the swimmers.
- Show concern and caution toward sick and injured swimmers.
- Allow further participation in training and competition only when appropriate.
- Encourage swimmers to seek medical advice when required.
- Provide a modified training programme where appropriate.
- Maintain the same interest and support toward sick and injured swimmers.
- Protect swimmers from any form of personal abuse.
- Refrain from any form of verbal, physical and emotional abuse towards swimmers.
- Refrain from any form of sexual and racial harassment, racial vilification and harassment on the grounds of disability.
- Any physical contact with swimmers should be appropriate to the situation and necessary for the swimmer's skill development.
- Be alert to any forms of abuse directed towards swimmers from other sources while in their care.



OLDHAM SEALS SWIMMING CLUB



PARENT AGREEMENT

- 1) I will inform the Club of any health conditions/concerns relevant to my child.
- 2) I will ensure that all contact details are correct and notify the Club of any changes as soon as possible.
- 3) I will deliver and collect my child punctually to and from any training sessions.
- 4) **(For children aged 12 and under)** I, as a parent/guardian, will remain within the training, competition/event environment or facility for the duration of my child's attendance.
- 5) I will ensure my child is has the necessary equipment (e.g. hat, goggles, water bottle etc.) for all training sessions and competition/events. I will also ensure that my child learns what is required and learns to be responsible for ensuring the same.
- 6) I will inform the Club Coach before any training sessions should my child need to leave early.
- 7) I will encourage my child to obey the rules and teach them that they can do their best.
- 8) I will behave responsibly as a spectator during training, competitions/events and treat members, coaches, committee members and other parents with due respect, equality and diversity.
- 9) I will not use inappropriate language within the training, competition/event environment or facility.
- 10) I will show appreciation and support my child and all team members.
- 11) I will ensure my child's needs are met in terms of nutrition and will listen to advise given from the coaches.
- 12) I will support the coach and committee appropriately and raise any concerns I may have in an appropriate manner to the welfare officer.
- 13) I will not enter the poolside during training, competitions/events unless requested to do so by the Club Coach/Team Manager.
- 14) If I wish to have a discussion with the Club Coach, this will be allowed either before or after a training session.
- 15) I will ensure that all annual membership fees/renewals and monthly fees are paid on time in accordance with Section 4 of the Club Constitution.
- 16) Most of all, I will help my child to enjoy the sport and to achieve the best of their ability.

OLDHAM SEALS (the "Club") AGREEMENT

- 1) The Club will inform you at once if your child becomes ill and ensure their wellbeing until you are able to collect him/her.
- 2) The Club will ensure all activities are properly supervised/taught/coached and that consent is obtained for any activity outside of that previously agreed.
- 3) The Club will ensure good child safeguarding guidelines are followed at all times to keep your child safe.
- 4) The Club will endeavour to maintain the confidentiality, security and integrity of all personal information. We will never make personal details available to organisations outside of the Club, except affiliation details required by law for the purpose of registration to Swim England.

YOU HAVE A RIGHT TO:

- 1) Make a complaint to the Club if you feel the Club or a member of the Club is not acting appropriately or in accordance with Swim England/Club rules and regulations. Details of how to do this can be obtained from the Welfare officer or members of the Committee.
- 2) Make a complaint on behalf of your child to the Swim England Office of Judicial Administration.