



Code of Conduct for Coaches and Teachers

As a Coach or a Teacher at Repton Swimming 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 is 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.
- Have access to ongoing training and CPD in all aspects of your role.
- Be respected and treated fairly by the club.
- Feel welcomed, valued and listened to and not judged on the grounds of gender, race, sexual orientation or faith.

As a Coach or Teacher at Repton Swimming we expect you to:

- Follow the Repton Staff Code of Conduct at all times.
- Adhere to and implement Wavepower and the club safeguarding procedures.
- Adhere to the Swim England Equality and Diversity Policy.
- Adhere to the Swim England regulations, Code of Ethics, club constitution and rules.
- Adhere to any conditions for teaching and coaching under the pool hire agreement.
- Refer all child safeguarding concerns to the Welfare Officer accordance with the procedure detailed in Wavepower.
- Champion everyone's right to take part and celebrate difference in our club or activity by not discrimination against anyone else on the grounds of gender, race, sexual orientation, faith or ability.
- Respect your position of trust, develop an appropriate working relationship with members built on trust and respect, and maintain appropriate boundaries and relationships with children as set out on page 112 of Wavepower.
- Consider your behaviour and do not engage in any behaviour that constitutes any form of abuse. Maintain high standards of behaviour and appearance at all times.
- Never exert undue influence to obtain personal benefit or reward. In particular, coaches and teachers must not use their position to establish or pursue a sexual or improper relationship with a swimmer, member or someone close to them.
- 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.
- Lead by example promoting positive behaviour, high standards of appearance, good sportsmanship and encourage children to behave in a positive manner and follow the rules of the club and sport.
- Ensure that team / squad selection is clear and transparent and be fair and equal when making decisions.

- Keep your coaching and / or teaching qualifications and CPD up to date. Continue to seek and maintain your own professional development in all areas relating to coaching and teaching.
- Complete Swim England approved child safeguarding training every three years.
- Ensure that you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years).
- Use positive and constructive methods when teaching and coaching and ensure programmes are appropriate for the age, ability and experience of the child.
- Always identify and meet the needs of the individual member as well as the needs of the team / squad.
- Always put the wellbeing, health and safety of the child before all other considerations including the development of performance.
- Keep children safe in your sessions with appropriate staffing ratios, using safe methods of instruction and techniques and by putting their safety first.
- Ensure all equipment used is fit for purpose, safe to use and accessible.
- Follow the club procedures should a child have an accident or suffer an injury.
- Develop positive relationships with parents / guardians and where possible provide them with regular information and updates regarding their child's development in swimming.
- Listen to any concerns the parent / guardian or child may have and seek advice (where appropriate) to resolve any concerns.
- 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.
- Observe the authority of officials and follow the rules of the sport when questioning any decisions.
- Encourage all members to obey the rules and regulations both in and out of the pool.
- Never encourage or condone members, volunteers, officials, committee or parents / guardians to violate the rules of the organisation or the sport and report any violations appropriately.
- Treat with respect and encourage all children to respect all competitors and teams from other organisations in victory or defeat.

Breaches of this 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:

Print Name:

Position in the club:

Date:

Version Control:

Policy Adopted:	23 rd November 2022
Date of Last Review:	New
Date of Next Review:	December 2023
Policy Owner:	Chair/Welfare Officer