



# COACHES CODE OF CONDUCT

## CLUB POLICY DOCUMENT

The University of Aberdeen Performance Swimming is committed to providing a safe and nurturing environment for athletes, allowing them to enjoy a positive experience within our sport. It is important that athletes participate in the right spirit and in a supportive atmosphere, which allows them to train/compete to the best of their abilities.

To achieve this result, a responsible Coach is vital to help in the development of individuals through improving their performance. Therefore, all club events, both in and out of the pool, are covered by this code of conduct and we require that all Coaches should comply with the principles of good ethical practice listed below.

### **As a Coach I agree to:**

1. Hold relevant, up to date and recognised coaching qualifications, safeguarding training, insurance and a valid PVG if applicable to my role
2. Consider the wellbeing and safety of the athlete before the development of performance
3. Develop an appropriate working relationship with athletes, based on mutual trust and respect that empower and includes, all athletes in the decision-making process. Clarify, at the outset, with athletes (and parents if appropriate) exactly what is expected from them and what they should expect from a coach
4. Promote respect for the ability of opponents as well as for volunteers, technical officials, and fellow coaches
5. Promote the positive aspects of the sport (e.g., fair play) and never condone rule violations or the use of prohibited substances
6. Ensure all activities are appropriate to the age, ability, and experience of those taking part
7. Recognise the developmental needs and capacity of each athlete and avoid excessive training and competition, pushing them against their will and putting undue pressure on them
8. Encourage and guide athletes to value the performance and not just the result along with accepting responsibility for their own performance and behaviour
9. Follow the advice of a physician, or other qualified medical professional, when an athlete is injured
10. Consistently display high standards of behaviour and appearance, be an excellent role model including not smoking, drinking, or using foul language in the company of athletes
11. Report inappropriate behaviour or risky situations. Allegations of any type must be acted upon and not go unchallenged or unrecorded
12. Respect the rights, dignity and worth of every person and treat everyone equally within the context of their sport. Never ignore, tolerate, or engage in any form of bullying
13. Not exert undue influence to obtain personal benefit or reward. In particular, not use my position to establish or pursue a sexual or improper relationship with an athlete or someone close to them
14. Make a personal commitment to keep myself informed of sound coaching principles and the principles of growth and development of children
15. Ensure that the equipment and facilities meet safety standards and are suitable for training
16. Follow all guidelines laid down by Scottish Swimming and the club and abide by Scottish Swimming Acceptable use of Mobile Phone Policy and Social Media Guidelines



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### Coaches have the right to:

1. Access to ongoing training and information on all aspects of your role including safeguarding, wellbeing & child protection
2. Support in the reporting of suspected abuse or poor practice
3. Access to professional support services
4. Fair and equitable treatment by Scottish Swimming/club
5. Be protected from abuse from other club members and parents
6. Not to be left vulnerable when carrying out your role

Breaches of the Coaches Code of Conduct will be dealt with in accordance with UOAPS/Scottish Swimming's disciplinary procedures.

I understand that if I do not follow the Coaches Code of Conduct, UOAPS/ Scottish Swimming may take any/all of the following actions:

1. Be required to apologise formally
2. Receive a warning; verbal or written
3. Required to meet with the club Wellbeing & Protection Officer or designated members of the club committee
4. Monitored by another club volunteer/committee member
5. Required to attend an education course
6. Suspended by the club
7. Required to leave or be removed from post.

I have read and understood the Coaches of Conduct and agree to be bound by it:

### Coach

Name	
Signature	
Role	
Date	