



TEAM MANAGER 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 Team Manager is vital to help in the smooth running of out of town meets and activities. Therefore, all club events, both in and out of the pool requiring a Team Manager, are covered by this code of conduct and we require that all Team Managers should comply with the principles of good ethical practice listed below.

As a Team Manager I agree to:

1. Hold relevant, up to date and Scottish Swimming team manager training, SASA membership, safeguarding training, and a valid PVG applicable to their role
2. Develop an appropriate working relationship with athletes, based on mutual trust and respect. Clarify, at the outset, with athletes (and parents if appropriate) exactly what is expected from them and what they should expect from their Team Manager. Develop and encourage a positive team culture
3. 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
4. Report inappropriate behaviour or risky situations. Allegations of any type must be acted upon and not go unchallenged or unrecorded
5. 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
6. Follow all guidelines laid down by Scottish Swimming and the club, in particular the Club's Team Manager Policy, and abide by Scottish Swimming Acceptable use of Mobile Phone Policy and Social Media Guidelines
7. Be available to the athletes and provide guidance when necessary

Refer to the UOAPS Team Manager Policy for a more detailed description of duties and requirements

Team Managers 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



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Breaches of the Team Manager 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 Team Manager 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:

Team Manager

Name	
Signed	
Date	