

## **Devonport Royal Swimming Association**

### **Code of Conduct for Swimming Coaches and Teachers**

This Code is an extension to the Swim England Code of Ethics. Both should be followed.

The Teacher/Coach must:

- Put the well-being, health and safety of members above all considerations including developing performance.
- At all times adhere to the Swim England Code of Ethics, Rules and Laws.
- At all times adhere to the Swim England Child Safeguarding Policy and Procedures.
- Consistently display high standards of behaviour and appearance.
- Treat all swimmers with respect and dignity, value their worth and treat everyone equally recognising their needs and ability within the context of the sport.
- Develop an appropriate working relationship with swimmers based on mutual trust and respect.
- Meet the Swim England commitment to equality, diversity and inclusion.
- Always place the well-being, health and safety of swimmers above all other consideration including developing performance.
- Always ensure that all teaching, coaching and competition programmes are appropriate for the age, ability and experience of the individual swimmer.
- Follow the club's rules regarding sanctions issued to swimmers (see Appendix 1)
- Swimmers under the age of 18 should never be allowed to leave the pool early unless they are returned to a parent/guardian.
- Always be calm and use positive language towards swimmers.
- Always identify and meet the needs of the individual swimmer as well as the needs of the team/squad.
- Be fair and equal in team and training squad selection.
- Never exert undue influence to obtain personal benefit or reward. In particular, coaches must not use their position to establish or pursue a sexual or improper relationship with an athlete or someone close to them.
- Encourage and guide swimmers to accept responsibility for their own behaviour and performance.
- Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children.
- Treat all information of a personal nature about individual swimmers as confidential, except in circumstances where to do so will allow the child to be placed at risk of harm or continue to be at risk of harm.
- Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.

- Co-operate fully with other specialists (e.g. other coaches, officials, committee members, sport scientists, doctors and physiotherapists) in the best interest of the swimmer and the Club.
- Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the Association or the sport and report any violations appropriately.
- Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.
- Treat all competitors and other club teams with respect, whether that is in victory or defeat and encourage all team members and fellow Association members to do the same.
- Refer all concerns of a child-safeguarding nature in line with the Association/Swim England safeguarding children policy.
- Parents are not allowed on poolside unless invited to do so by a coach or a Team Manager.

**Appendix 1 (Sanctions as listed in the Swimmers Code of Conduct):**

The Penalties:

1. Failure to carry out with these simple rules will, in the first instance, lead to a spoken warning from the Coach or Manager in charge. If the swimmer does not respond positively to the warning, coaches can ask them to exit the lane and sit on the side for no longer than 5 minutes before being asked to continue training.
  
2. Further bad behaviour will indicate to the Coach or Team Manager that you do not wish to swim in Training Session or Swimming Gala and you will be told to get dressed and wait on poolside until you can be released to a parent/guardian. We shall then see you at the next training session or Gala and nothing more will be said.
  
3. A repeat of bad behaviour at subsequent training sessions or Galas will result in a written warning via your parents.
  
4. If your behaviour does not improve after this you will be suspended from all Association activities for a period to be decided at general committee.
  
5. Serious breaches of reasonable behaviour (for example fighting, bullying or any other excessive bad behaviour during a training session or gala) may at the discretion of the Coach or Team Manager lead to instant exclusion from any Association activity, pending discussion at committee level. Rudeness to Coaches, Managers or other Association officials will also not be tolerated. Finally, lack of effort or poor attitude when training or competing may lead to you not being elected to swim at a future meeting. It is not the intention to discourage reasonable high spirits and fun, but swimmers must realise that when taking part in group activities, for the sake of safety and good order the above code of conduct must be complied with.

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Updated on November 13<sup>th</sup> 2019 by Paul Russell, General Secretary