

CODE OF CONDUCT OF THE CLUB



THE COACH AND COMMITTEE AGREE TO:

- Put the well being, health and safety of members above all considerations including developing performance
- At all times adhere to the ASA Code of Ethics, Rules and Laws
- At all times adhere to the ASA Child Safeguarding Policy and Procedures
- Consistently display high standards of behaviour and appearance
- Treat all swimmers with respect and dignity and treat everyone equally
- Develop as appropriate working relationship with swimmers based on mutual trust and respect
- Meet the ASA 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
- Always identify and meet the needs of the individual swimmer as well of the needs of the 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
- Encourage and guide swimmers to accept responsibility for their own behaviour and performance
- Continue to maintain their own professional development in all areas in relation to coaching children
- Treat all info 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 or harm or continue to be so
- Encourage all swimmers to obey the spirit of the rules of the laws both in and out of the pool
- Co-operate fully with other specialist (eg other coaches ,doctors)in the best interests of the swimmer
- Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the club 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 club members to do the same
- Refer all concerns of a child safeguarding nature in line with the club/ASA safeguarding children policy Equality, Diversity and Inclusion

1. The ASA and British Swimming have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in swimming (as competitors, officials, coaches and administrators) irrespective of their race, gender, disability, age, sexual orientation and faith and ability.

2. This code of conduct includes the Association's commitment to address equality, diversity and inclusion in swimming. To this end the Association and Club will not tolerate:

- Discrimination on the grounds set out in 1 above
- Harassment
- Bullying
- Abusive or insensitive language
- Inappropriate behaviour detrimental to any individuals or groups of individuals

3. The ASA and British Swimming are governed by UK Law and will seek to ensure that its participants are committed to addressing its responsibilities under the sex discrimination Act 1975, Race Relations Act 1976, Race Relations(Amendment) Act 2000, Equal Pay Act 1970, DDA Act 1995, Human Rights Act 1998, DDA(Amendment) 2005, Equality Act 2006.

4. Committees, Officials and Volunteers in all aquatic disciplines must address this responsibility to support equality, diversity and inclusion in out sport.