



WOLVERHAMPTON SWIMMING CLUB

Founded 1876

(Affiliated to Staffordshire ASA & Swim England West Midlands)

Code of Conduct for Coaches

All coaches of Wolverhampton Swimming Club (WSC) will be asked to sign and return their acceptance of this Code as part of the membership agreement. This indicates that they have read and understood the Code, and that they agree to follow it at all training sessions and galas.

The aim of WSC is to promote competitive swimming with a friendly open approach. The club is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability or political persuasion. WSC believes that the welfare of children is everyone's responsibility and that all children and young people have a right to have fun, be safe and protected from harm.

As a club affiliated to Swim England we are expected to conduct our activities within the rules of the Association. These rules include the Code of Ethics, Code of Conduct and Equality Policy.

This Code is an extension of 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 abilities within the context of their 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.
- Always identify and meet the needs of the individual swimmer as well 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, sport scientists, doctors, and physiotherapists) 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/Swim England safeguarding children's policy.

Mobile Device Usage

- All members should be aware that while Swim England does not support the banning of mobile phones, as children may need them to keep in touch with parents/guardians, particularly in case of emergency, they support the requirement that phones emit a "noticeable sound" if a phone camera is used.
- Members are reminded that any photos taken should fall within the guidelines of the WSC Photography and Social Media Policy, and that if phones are taken into changing rooms, the facility to take photographs **MUST NOT BE USED**.
- **Under no circumstances should any photos be taken in the changing room facilities.**
- Any breach of this rule could not only result in a member having their membership permanently withdrawn from the club, but could also leave them **liable to criminal prosecution**, such is the potential severity of this type of conduct.

Equality, Diversity and Inclusion

1. Swim England 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 Swim England's commitment to address equality, diversity and inclusion in swimming. To this end the Association will not tolerate:
 - a) Discrimination on the grounds set out in 1 above.
 - b) Harassment.
 - c) Bullying.
 - d) Abusive or insensitive language.
 - e) Inappropriate behaviour detrimental to any individuals or groups of individuals.
3. Swim England 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, Disability Discrimination Act 1995, Human Rights Act 1998, Disability Discrimination Act (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 our sport.

Please complete the information below

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I have read and understood the Wolverhampton Swimming Club Code of Conduct for Coaches, and agree to follow the Code at all training sessions and galas.

Name of Teacher/Coach (Print): _____

Signed: _____

Date: _____