



# Code of Conduct for Teachers & Coaches

*Updated: January 2017*

All Teachers & Coaches of Preston Swimming Club are responsible to the Head Coach and expected to adhere to this charter.

Our mission is to help, support and encourage our swimmers in their personal development. To provide a service to our swimmers from fully qualified teachers & coaches, which enables them to fulfil their goals, targets and potential.

Preston Swimming Club is committed to the ongoing and continued development of its workforce. The club is dedicated to ensuring its entire staff and voluntary members display high levels of professionalism at all times. A unified & highly organized teaching/coaching team pursuing excellence with enthusiasm.

## **Objectives of this Charter:**

Coaching is a deliberately undertaken responsibility and should be viewed as a privilege to be placed in a position of trust for both the overall welfare and development of children or young adults. Preston Swimming Club teachers & coaches are responsible for the observation of the principles embodied in this Code of Conduct.

- The ASA, British Swimming and Preston Swimming Club are committed to tackling all forms of discrimination and strive to become inclusive for all those who want to participate in swimming (as competitors, officials, coaches and administrators) irrespective of race, national origin, religion or belief, gender, disability, ability, age, political persuasion or sexual orientation.
- This code of conduct includes the ASA's commitment to address equality, diversity and inclusion in swimming.
- To this end the ASA and Preston Swimming Club will not tolerate:
  - Discrimination on the grounds set out above.
  - Harassment.
  - Bullying.
  - Abusive or insensitive language.
  - Inappropriate behaviour detrimental to any individuals or groups of individuals.
- The ASA, British Swimming and Preston Swimming Club 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.

**Preston Swimming Club Teachers & Coaches agree to:**

- Put the well-being, health and safety of the members above all considerations including developing performance.
- At all times adhere to the ASA Code of Ethics, Rules & Regulations.
- At all times adhere to Wave power the ASA Child Safeguarding Policy and Procedures.
- At all times adhere to the ASA Equality Policy.
- Consistently display high standards of behaviour and appearance, and wear Club uniform whenever representing the Club.
- 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.
- 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 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.
- Complete a child safeguarding training course every three years, in line with the ASA guidance in Wavepower 2016-19
- 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 regulations both in and out of the pool.
- Observe the authority and the decision of the officials and only question 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 child safeguarding nature in line with the procedures detailed in Wave power 2016-19.

#### **Coaching Expectations:**

- All teachers & coaches of the swimming club are ultimately responsible to the Head Coach. The Head Coach duly appoints his/her trustees to line manage the other divisions of the club's aquatic activities.
- Coaches should not cancel any training sessions without the prior consent of the club's Head Coach.
- Coaches must only promote competitions that have been agreed with the Head Coach and written into the club's fixtures list.
- Coaches must use the correct line of communication when contacting the parents of swimmers in their squads.
- All teachers & coaches are strictly asked to abide to the ASA's guidelines on social networking sites.
- Teachers and coaches should be aware of the reach, power and influence of digital and social media (Facebook, Twitter, Instagram, etc) and should take care always to represent themselves and the Club in a positive and non-judgmental way, in accordance with the ASA guidelines. Remember, you are representatives of the Club, always.

- Teachers & Coaches are expected to be present for work in the agreed club uniform.
- Teachers & Coaches are expected to respect one another at all times and not vocalise any Club, working or personal issues inappropriately. Maintaining the club's professional image is of paramount importance.
- Teachers & Coaches should not speak negatively about their colleagues to any other person(s) or openly criticise the work of other staff. Any issues should be discussed in the first instance with the club's Head Coach.
- All teachers & coaches should aim to follow guidelines, recommendations and the overall vision of the Head Coach and his/her supporting assistant Head Coaches and Head of Coaching Pathways & Club Development.

Name: \_\_\_\_\_ (please print)

Signed: \_\_\_\_\_

Date: \_\_\_\_\_