

CODE OF CONDUCT FOR COACHES AND TEACHERS

To promote a safe and enjoyable experience for all swimmers to be able to thrive and meet their full potential by providing a nurturing, caring and supportive environment

1. Put the wellbeing, health and safety of members above all other considerations, including the development of performance.
2. Consistently display high standards of behaviour and appearance especially when wearing GCSC kit.
3. At all times, adhere to the Club policies and Swim England Code of Ethics, Equality and Diversity Rules and Laws.
4. At all times, adhere to the guidelines offered in the Club's Codes of Conduct and Wavepower.
5. Treat all members with respect and dignity, value their worth and treat everyone equally, recognising their varying needs and abilities within the context of the sport.
6. Develop an appropriate working relationship with members based on mutual trust and respect.
7. Always ensure that all teaching, coaching and competition programmes are appropriate for the age, ability and experience of the individual member.
8. Always identify and meet the needs of the individual member as well as the needs of the team/squad.
9. In team and training squad selection Coaches will make appropriate selection.
10. 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 a swimmer, member or someone close to the member.
11. Actively encourage and guide members to accept responsibility for their own behaviour and performance.
12. Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children. Undertake all relevant CPDs offered on the Institute of Swimming Website.
13. Complete a child safeguarding training course and DBS check every 2/3 years in line with the guidance in Wavepower and abide by any other contractual agreements whether as an employee or volunteer in place at the time.
14. Treat all information of a personal nature about individual members as confidential, matters should be referred to Club Welfare and Club Administrator as necessary
15. Encourage all members to abide by the spirit of the Codes of Conduct both in and out of the pool environment.
16. Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors or physiotherapists) in the best interests of the swimmers.
17. Never encourage or condone members, volunteers, officials or parents to violate the rules of the organisation or the sport and report any violations appropriately.
18. Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.





19. Treat all competitors and teams of other organisations with respect, whether that is in victory or defeat, and encourage all members to do the same.
20. Refer all child safeguarding concerns in accordance with the procedures detailed in Wavepower.
21. Complaints against volunteer or employed staff should be referred to the HR Manager/ Safeguarding Officer as appropriate.
22. Disciplinary matters will be dealt with as per staff contracts of employment/ Volunteers Agreement, staff Handbook & Swim England disciplinary codes/Wavepower procedures as appropriate.

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Performance



Team



Character