

Code of Conduct for Officials & Helpers

The Code is something you should refer to in order to understand how you should behave towards others and how they should behave towards you.

We ask you to:

1. Always follow Club policies, Swim England regulations and Code of Ethics, and the Equality and Diversity Policies, in order to contribute to a supportive and respectful environment.
2. Embrace and follow the safeguarding guidelines in Wavepower to ensure a safe and positive experience for all members.
3. Commit to ongoing personal development, ensuring you continue to grow in your role, and complete any relevant and complementary training where appropriate.
4. Undertake Safeguarding e-learning through the Institute of Swimming (the e-learning course in Safeguarding suitable for Officials).
5. Where your volunteer or helper role involves regulated activity with swimmers, you must hold a current Disclosure and Barring Service (DBS) check (renewed every three years) as required for that role. Officiating at Open Meets and Galas does not in itself require a DBS check.
6. Set an example by following the rules and reporting any violations immediately through the correct channels.
7. Encourage all members to embrace the spirit of the rules and regulations, promoting fair play, positivity and respect.
8. Officials should fully engage with their role as outlined by the Lead Referee, and Helpers as outlined by the Promoter, and always use your position to support and uplift others.
9. Consistently maintain high standards of behaviour and appearance, setting a positive example for others.
10. Treat all colleagues with respect and dignity, valuing their individual worth, and recognise and appreciate the diversity of needs and abilities within the sport.
11. Treat all swimmers at Open Meets and Galas with respect, ensuring any discussion, other than relaying official outcomes, is conducted through their coach/Lead Referee. Helpers should discuss any concerns with the Promoter.
12. Officials should raise any concerns or incidents at Open Meets and Galas with the Lead Referee; Helpers should discuss with the Promoter. Welfare concerns should be reported to the Welfare Officer. Contact details can be found on the website under Contacts.
13. Help us keep everyone safe by reporting any abuse, bullying or unacceptable behaviour to the Welfare Officer — even if you have only witnessed it.

Breaches of the Code of Conduct will result in disciplinary action being taken against you by the Welfare Officer or Club Administrator. Continued issues and repeated breaches may result in your dismissal from the Club. Any criminal offence will be reported to the Police and any other relevant authority.

