

Code of Conduct for Team Managers

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.

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. Ensure you understand and follow your Job Description, and raise any questions with the Lead on the day.
5. Ensure safeguarding and DBS certificates are up to date.
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. Fully engage with your role as outlined by the Lead on the day, 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; ensure any discussions, other than normal processes, are conducted through their coach.
12. Raise any concerns or incidents at Open Meets and Galas with the Lead Coach or Promoter. Welfare concerns should be reported to the Welfare Officer. Contact details can be found on the website under Contacts.
13. Mobile phones should not be brought poolside and should be stored safely away.
14. Ensure mobile phones are switched off at all times whilst in the changing areas. Swim England enforces a strict policy on this matter and anyone not adhering to the policy will be subject to their judicial action.
15. Avoid using changing areas when swimmers are using the areas to change.
16. Respect the privacy and space of others; be mindful of boundaries in shared spaces.
17. Use secure lockers for belongings or store them safely away, and understand that the club and facility are not responsible for unattended items.
18. Ensure that any use of social media is appropriate. No contact or messages should be made to any swimmers (family excluded) through any electronic means or social media, including any other apps, etc.





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.



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Performance



Team



Character