



Code of Conduct for Committee, Officials, Volunteers, Coaches and Teachers

Note: Where we refer to 'parents' we mean parents and carers inclusively. The term 'children' or 'child' describes any person under the age of 18.

1. Put the wellbeing, health and safety of members above all other considerations.
2. At all times, adhere to Swim Wales Child Safeguarding Policy, Swim Wales Adults at Risk Policy, Swim Wales Code of Ethics and Swim Wales Rules and Laws.
3. Support others to feel included, valued and not judged.
4. Consistently display high standards of behaviour and appearance.
5. Treat all members with respect, value their worth and treat everyone equally.
6. Develop appropriate working relationships based on mutual trust and respect.
7. Always identify and meet the needs of the individual member as well the needs of the team/squad.
8. Be fair and equal in team and training squad selection.
9. Never exert undue influence to obtain personal benefit or reward. In particular, coaches must not use their position to establish or pursue an improper relationship with an athlete, member or someone close to them.
10. Continue to seek and maintain relevant professional development.
11. Complete a child safeguarding training course every three years in line with the guidance in SWCSP (if applicable to your role).
12. Treat all information of a personal nature about individual members as confidential, except in circumstances where to do so would allow the child to be placed at risk of harm or continue to be at risk of harm.
13. Have a child centered approach and focus on the best interests of the child. Always ensure that all teaching, coaching and competition programmes are appropriate for the age, ability and experience of the individual member.
14. Ensure all behaviour feedback is given to members with two coaches/volunteers present.
15. Ensure all behaviour incidents are recorded on a behaviour form and reported to the Head/Lead coach where necessary.
16. Encourage all members to obey the spirit of the rules and regulations both in and out of the pool. Encourage and guide members to accept responsibility for their own behaviour and performance.

17. Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors or physiotherapists) in the best interests of the member.
18. Use social media positively and never to criticise Aquatic sport or an individual.
19. Never encourage or condone members, volunteers, officials or parents to violate the rules of the organisation or the sport, and report any violations appropriately.
20. Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.
21. 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.
22. Refer all child safeguarding concerns in accordance with the procedures detailed in SWCSP.

As a member, we understand you have the right to:

1. Enjoy the time you spend with us.
2. Be informed of our safeguarding and reporting procedures and what to do if something is not right.
3. Have access to ongoing training in all aspects of your role.
4. Be listened to.
5. Be involved with activities within the organisation.
6. Be respected and treated fairly by us and the National Governing Body.
7. Feel welcomed, valued and not judged.
8. Be protected from physical and emotional abuse from children or parents and be supported to resolve any issues.

We expect everyone to adhere, to follow the behaviours and requests set out in this code. If anyone behaves in a manner that may contradict any of the points set out above, we will address the matter straight away and aim to resolve the issue.

Continued issues and breaches of the code of conduct will result in disciplinary action being taken against you which may involve the NGB and ultimately your dismissal from the organization.

This code is an extension to Swim Wales Code of Ethics. Both should be followed.