



## **Code of Conduct for Coaches and Swimming Teachers**

**Date of issue:** 25th November 2011 (this version supersedes all previous versions)

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**This code of conduct for Hatfield Swimming Club Coaches and Teachers is an extension of the ASA Equality, Diversity and Inclusion Policy.**

### **A Hatfield Swimming Club Coach or Teacher must:**

- Put the well-being, health and safety of members above all other considerations including developing performance.
- At all times adhere to the ASA Code of Ethics, Rules and Laws.
- At all times adhere to the ASA Child Safeguarding Policy and Procedures.
- Refer all concerns of a child safeguarding nature in line with the club/ASA safeguarding children policy.
- Meet the ASA commitment to equality, diversity and inclusion.
- Consistently display high standards of behaviour and appearance.
- 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 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.
- 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 laws, both in and out of the swimming pool.
- Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors, and physiotherapists) in the best interests of the swimmer.
- Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the club or the sport and report any violations appropriately.
- Observe the authority and the decision of the officials and only question those 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.

## **Equality, Diversity and Inclusion**

**1)** The ASA and British Swimming have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in swimming (as competitors, officials, coaches and administrators) irrespective of their race, gender, disability, age, sexual orientation, faith and ability.

**2)** This code of conduct includes the Association's commitment to address equality, diversity and inclusion in swimming. To this end the Association will not tolerate:

- a)** Discrimination on the grounds set out in 1 above.
- b)** Harassment.
- c)** Bullying.
- d)** Abusive or insensitive language.
- e)** Inappropriate behaviour detrimental to any individuals or groups of individuals.

**3)** The ASA and British Swimming 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.

**4)** Committees, Officials and Volunteers in all aquatic disciplines must address this responsibility to support equality, diversity and inclusion in our sport.

**I agree to abide by the guidance given in this code of conduct:**

**Signed:**

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**Dated:**

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With regard to Item 3) above, there is a new Equality Act which came into force on the 1st October 2010. For details follow this link:

[http://www.equalities.gov.uk/equality\\_act\\_2010.aspx](http://www.equalities.gov.uk/equality_act_2010.aspx)

In the main it should not affect a sports club, but it may be wise to seek guidance from the ASA.