



Code of Conduct for Coaches 2016

Objectives:

Coaching is a deliberately undertaken responsibility, and Bristol North Swimming Club coaches are responsible for the observation of the principles embodied in this Code of Conduct.

All Bristol North coaches will at all times:

General

- 1) Respect the rights, dignity and worth of every person, be they adult or child.
- 2) Respect the spirit of the sport adhering to the rules and laws in and out of the pool, incorporating the concept of friendship and respect for others.
- 3) Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.
- 4) Promote the positive aspects of the sport and never condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination, physical violence or any manner that is liable to bring the sport into disrepute.
- 5) Accept responsibility for their own behaviour and encourage and guide all ASA members and parents, guardians or carers of junior members to accept responsibility for their own behaviour and conduct.
- 6) Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- 7) Be available to swimmers and parents / guardians at appropriate times for discussions.
- 8) Ensure all concerns of a child safeguarding nature are referred in accordance with Wavepower (ASA Child Safeguarding Policy and Procedures).
- 9) Adhere to Wavepower (ASA Child Safeguarding Policy and Procedures).
- 10) Adhere to the ASA Code of Rules, Laws and Regulations..
- 11) Adhere to the ASA Anti-Doping Rules.
- 12) Adhere to the ASA Equity Policy.
- 13) Adhere to the ASA Code of Conduct for Teachers & Coaches.
- 14) Meet the ASA commitment to equality, diversity and inclusion.

Coaching and competition

- 15) 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.
- 16) Put the well-being, health and safety of members above all considerations including developing performance.
- 17) Set an example to swimmers by being punctual and prepared.
- 18) Consistently display high standards of behaviour and appearance. This includes not drinking alcohol or smoking before or during coaching sessions or at competition, and wearing appropriate Bristol North attire as determined by the Bristol North Committee.
- 19) Develop an appropriate working relationship with swimmers based on mutual trust and respect.
- 20) Ensure that all teaching, coaching and competition programmes are appropriate for the age, ability and experience of the individual swimmer.
- 21) Identify and meet the needs of the individual swimmer as well the needs of the team/squad.
- 22) Be fair and equal in team and training squad selection.
- 23) 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.

- 24) Encourage and guide swimmers to accept responsibility for their own behaviour and performance.
- 25) Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children.
- 26) 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 e.g. circumstances regarding Health & Safety, medical requirements, disciplinary action or in accordance with Wavepower (ASA Child Safeguarding Policy and Procedures).
- 27) Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors, and physiotherapists) in the best interests of the swimmer.
- 28) Never encourage or condone swimmers, volunteers, officials or parents, guardians or carers to violate the rules of the club or the sport and report any violations appropriately.
- 29) Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.
- 30) 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

The ASA, British Swimming and Bristol North SC are committed to tackling all forms of discrimination and strive to become inclusive for all those who want to participate in swimming (as competitors, officials, coaches and administrators), irrespective of race, national origin, religion or belief, gender, disability, ability, age, political persuasion or sexual orientation.

This code of conduct includes the ASA's commitment to address equality, diversity and inclusion in swimming.

To this end the ASA and Bristol North will not tolerate:

- Discrimination on the grounds set out above.
- Harassment.
- Bullying.
- Abusive or insensitive language.
- Inappropriate behaviour detrimental to any individuals or groups of individuals.

The ASA, British Swimming and Bristol North 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.

I have read and agree to abide by this code of conduct

Name:

Signed:

Date: