



Code of Conduct for Teachers and Coaches

This Code is an extension to the ASA Code of Ethics. Both should be followed.

The Teacher/Coach must:

- Put the well-being, health and safety of members above all considerations including developing performance.
- At all times adhere to the ASA Code of Ethics, Rules and Laws.
- At all times adhere to the ASA Wavepower Child Safeguarding and Social Media Policy and Procedures to keep swimmers safe.
- Consistently display professional and high standards of behaviour and appearance.
- Understand the impact of negative poolside behaviour; avoid negative comments and behaviour towards the swimmers, parents, coaches or others in the club.
- Ensure that you do not use inappropriate language within the club environment and when children are present.
- Treat all swimmers, coaches and parents with respect and dignity
- Value the worth of all swimmers and treat everyone equally, recognising their needs and abilities within the context of their sport.
- Meet the ASA commitment to equality, diversity and inclusion.
- Ensure that all activities are properly supervised, taught and coached abiding by ASA minimum coaching standards
- 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.
- Develop an appropriate working relationship with swimmers based on mutual trust and respect.
- 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 and young people.
- Treat all information of a personal nature about individual swimmers as confidential, except in circumstances where to do so will allow the child or young person 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 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.



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- 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.
- Inform parents at once if their child is ill (using the contact details that have provided) and ensure the child/young persons' wellbeing until they are able to collect him/her, contacting emergency services if required.
- Ensure that all activities are properly supervised, taught and coached abiding by ASA minimum coaching standards.
- Ensure that consent is obtained for any activity outside of that previously agreed.
- In association with the club committee, keep swimmers and parents informed as soon as possible, regarding changes to training, the club's workforce, constitution, policies and procedures.
- Work in collaboration with the Vice Captains, Captains and Parent Swimmer Association (PSA) to ensure that the voice of swimmers and parents is heard and acted upon, as appropriate.

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 and 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.

Coaches/teachers in breach of this code of conduct will, in extreme cases, be asked to leave the poolside or the premises. The breach will be reported to the club committee, and dealt with following ASA policies and procedures.

Date of Last Review: December 2015. Reviewed by: Kerry Gaskin, Welfare Officer