

Dorking Swimming Club



Date of Issue: 1 February 2014 Authorised by: DSC Committee

The purpose of this document is to establish clear rules and guidelines so that all club members, parents/guardians and coaches understand the boundaries within which the club operates.

General Statement of Intent:

It is the club's responsibility to ensure the safety, well-being and discipline of swimmers whilst they are either training or representing Dorking Swimming Club (DSC). It is also the intention of DSC to apply the rules and Code of Conduct equally and fairly to all of its members and staff regardless of gender, sexuality, race, religion, social status or disability. Whilst DSC will enforce its own rules it has a duty to uphold and conform to the rules of the Amateur Swimming Association (ASA), South East Region

Code of Conduct for Swimming Coaches and Teachers

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 Regulations.
- At all times adhere to Wavepower the ASA Child Safeguarding Policy and Procedures.
- At all times adhere to the ASA Equality Policy.
- 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 place the well-being, health and safety of swimmers above all other considerations including developing performance.
- 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 regulations 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.

- 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.
- Refer all concerns of a child safeguarding nature in line with the procedures detailed in Wavepower 2012/15.

Sanctions

Minor breaches of the Code of Conduct shall be dealt with by the Head Coach, Team Manager, Chair and/or committee, or a combination of the above. Volunteer coaches should immediately report breaches to the Head Coach or Chair, unless of a minor nature. Sanctions for major breaches and very major breaches will only be enacted with the approval of the committee.

The Head Coach, Team manager and/or the committee has the responsibility and power to enact the following sanctions;

Minor Breaches of the Code of Conduct (defined as but not limited to, the following);

Arriving late for training/team galas; incorrect kit; minor behavioural infractions during training sessions.

Sanctions: VERBAL WARNING, POOLSIDE TIME-OUT (at discretion of volunteer coach)

Major Breaches of the Code of Conduct (defined as but not limited to, the following);

Persistent minor breaches of the Code of Conduct: failure to accompany swimmers under the age of 13 to training sessions; disrespectful behaviour towards other club members (use of language or behaviour likely to cause a member of the club or general public feel undermined or otherwise undervalued); acting in any manner likely to bring the club into disrepute; failure of coaches/volunteers to attain highest level of personal and coaching/volunteering standards; smoking/drinking alcohol while on club premises or at club events without permission of parents, guardians, caregivers or coaches; encouraging others to break the Code of Conduct.

Sanctions: A TWO-WEEK SUSPENSION FROM ALL CLUB ACTIVITIES (SWIMMING AND SOCIAL), INDEFINITE REMOVAL FROM COACHING/VOLUNTEER TEAM.

NB; if this falls during summer, Christmas or Easter breaks, the suspension will begin on resumption of the normal training schedule.

Very major breaches of the Code of Conduct (defined as but not limited to, the following);

Use of performance enhancing drugs; theft from the club, other DSC members or members of the public while on club premises or at club events; deliberately jeopardising the safety of others; physically/verbally aggressive, abusive or threatening behaviour/language against other swimmers/volunteers/parents of DSC and/or other clubs.

Sanction: EXPULSION FROM THE CLUB.

The list is not exhaustive and can be changed at any time at the discretion of the committee. It is a requirement for the members, swimmers, parents and coaches to adhere to these rules at all times.

Signed:

Date: