



Borough of Waltham Forest Swim Club

BWFSC Code of Conduct for Young volunteers

As a volunteer coach or teacher, we understand you have the right to:

- Enjoy the time you spend with us and be supported in your role.
- Be informed of Wavepower and the club child safeguarding reporting procedures.
- Know who the Welfare Officer(s) is/are and how to contact them.
- Be informed of the internal club complaints process and who to contact at the club for advice on complaints.
- Be aware of the club rules and procedures.
- Be involved and contribute towards decisions within the club.
- Have access to ongoing training and CPD in all aspects of your role.
- Be respected and treated fairly by the club.
- Feel welcomed, valued and listened to.

As a volunteer coach or teacher at the club we expect you to:

- Adhere to and implement Wavepower and the club safeguarding procedures.
- Adhere to the Swim England Equality and Diversity Policy.
- Adhere to the Swim England regulations, Code of Ethics, club constitution and rules.
- Adhere to any conditions for teaching and coaching under the pool hire agreement.
- Refer all child safeguarding concerns to the Welfare Officer.
- Champion everyone's right to take part and celebrate difference in our club or activity by not discriminating against anyone else on the grounds of gender, race, sexual orientation, faith or ability.
- Respect your position of trust and maintain appropriate boundaries and relationships with children as set out on page 112 of Wavepower.



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- Consider your behaviour and do not engage in any behaviour that constitutes any form of abuse.
- Not use your position to obtain personal benefit, reward or to pursue an inappropriate or sexual relationship with a child.
- Respect children's trust and rights whilst being honest and open with them.
- Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst children. Seek advice from the Welfare Officer where necessary.
- Lead by example promoting positive behaviour, good sportsmanship and encourage children to behave in a positive manner and follow the rules of the club and sport.
- Ensure team/squad selection is clear and transparent and be fair and equal when making decisions.
- Keep your coaching and/or teaching qualifications and CPD up to date.
- Complete Swim England approved child safeguarding training every three years.
- Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years).
- Use positive and constructive methods when teaching and coaching and ensure programmes are appropriate for the age, ability and experience of the child.
- Always put the wellbeing, health and safety of the child before all other considerations including the development of performance.
- Keep children safe in your sessions with appropriate staffing ratios, using safe methods of instruction and techniques and by putting their safety first.
- Ensure any equipment used is fit for purpose, safe to use and accessible.
- Follow the club procedures should a child have an accident or suffer an injury.
- Develop positive relationships with parents/guardians and where possible provide them with regular information and updates regarding their child's development in swimming, para-swimming, diving, high diving, artistic swimming, water polo and open water swimming.
- Listen to any concerns the parent/guardian or child may have and seek advice (where appropriate) to resolve any concerns.



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- Treat all personal information about children or their families on a confidential “need-to-know” basis unless information sharing with others is required to protect and safeguard a child from harm.
- Observe the authority of officials and follow the rules of the sport when questioning any decisions.
- Treat with respect and encourage all children to respect all competitors and teams from other organisations in victory or defeat.

Young Volunteers must:

1. Put the well-being, health and safety of members above all considerations including developing performance.
2. At all times adhere to the Swim England Code of Ethics, Rules and Laws.
3. At all times adhere to Wavepower, the Swim England Child Safeguarding Policy and Procedures.
4. At all times adhere to the Swim England Equality & Diversity Policy.
5. If the voluntary role continues, and ages over 16, complete a child safeguarding training course every three years in line with the guidance in Wavepower.
6. Consistently display high standards of behaviour and appearance.
7. 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.
8. Develop an appropriate working relationship with swimmers based on mutual trust and respect.
9. If swimmers have to get out of the pool during training for any reason e.g. illness, early finish, incident, please ensure swimmers return to poolside and inform you how they are getting home. Coaches, teachers or committee members are able to contact parents for them.
10. Always ensure that all teaching, coaching and competition programmes are appropriate for the age, ability and experience of the individual swimmer.
11. Always identify and meet the needs of the individual swimmer as well as the needs of the team / squad.



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12. 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.
13. Encourage and guide swimmers to accept responsibility for their own behaviour and performance.
14. 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.
15. Encourage all swimmers to obey the spirit of the rules and regulations both in and out of the pool.
16. Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors, and physiotherapists) in the best interests of the swimmer.
17. Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the club or the sport and report any violations appropriately.
18. Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.
19. 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.
20. Refer all concerns of a child safeguarding nature in line with the procedures detailed in Wavepower.

Breaches of the Code of Conduct may result in disciplinary action being taken against you by the club committee under the judicial regulations. Continued issues and repeated breaches may result in your dismissal from the club.

Signature of Volunteer

Print name

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Date

Adapted from the SwimEngland Wavepower Document & SwimEngland Code of Conduct for Members, committee members, officials and volunteers & Code of Conduct for Coaches
BWFSC Child Welfare Officer Email: welfare@bwfsc-gators.org.uk



Borough of Waltham Forest Swim Club

In line with the Swim England Code of Ethics

Code of Ethics

Terms of Reference

The content of this Code of Ethics applies to all those involved within the sports of swimming, diving, water polo, open water swimming and synchronised swimming. The Code of Ethics should be read in conjunction with the Codes of Conduct contained in Swim England's Child Safeguarding Policy and Procedures (Wavepower).

Code of Ethics

All individuals within the Swim England aquatic disciplines will at all times:

- Respect the rights, dignity and worth of every person, be they adult or child, treating everyone equally within the context of the sport.
- 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.
- Promote the positive aspects of the sport and never condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.
- Accept responsibility for their own behaviour and encourage and guide all Swim England members and parents of junior members to accept responsibility for their own behaviour and conduct.
- Ensure all concerns of a child safeguarding nature are referred in accordance with Wavepower.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and never behave or encourage or condone others to behave in a manner that is liable to bring the sport into disrepute.
- Adhere to Wavepower.
- Adhere to the Codes of Conduct contained in Wavepower.
- Adhere to Swim England's Equality Policy.
- Adhere to the Rules and Regulations of Swim England.
- Adhere to the British Swimming Anti-Doping Rules.