

# **GREENWICH ROYALS SWIMMING CLUB**

## **CODE OF CONDUCT FOR TEACHERS AND COACHES**

## OBJECTIVES:

**Coaching is a deliberately undertaken responsibility, and Greenwich Royals Swimming Club (“GRSC”) teachers and coaches are responsible for the observation of the principles embodied in this Code of Conduct.**

### All GRSC teachers and coaches will at all times:

1. Respect the rights, dignity and worth of every person, be they adult or child, treating everyone equally within the context of the sport.
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. 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.
4. 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.
5. Ensure all concerns of a child safeguarding nature are referred in accordance with Wavepower (ASA Child Safeguarding Policy and Procedures), as amended from time to time.
6. Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
7. 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.
8. Adhere to Wavepower (ASA Child Safeguarding Policy and Procedures), as amended from time to time.
9. Adhere to the ASA Anti-Doping Rules, as amended from time to time.
10. Adhere to the ASA Equity Policy, as amended from time to time.
11. Adhere to the ASA Laws and Regulations, as amended from time to time.
12. Adhere to the following ASA Code of Conduct for swimming teachers and coaches, as amended from time to time

**GRSC teachers and coaches agree to:**

1. Put the well-being, health and safety of members above all considerations including developing performance.
2. At all times adhere to the ASA Code of Ethics, Rules and Laws, as amended from time to time.
3. At all times adhere to the Wavepower (ASA Child Safeguarding Policy and Procedures), as amended from time to time.
4. 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 GRSC attire as determined by the GRSC Committee from time to time.
5. 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.
6. Develop an appropriate working relationship with swimmers based on mutual trust and respect.
7. Meet the ASA commitment to equality, diversity and inclusion.
8. Always place the well-being, health and safety of swimmers above all other consideration including developing performance.
9. Always ensure that all teaching, coaching and competition programmes are appropriate for the age, ability and experience of the individual swimmer.
10. Always identify and meet the needs of the individual swimmer as well the needs of the team/squad.
11. Be fair and equal in team and training squad selection.
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. Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children.
15. 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).

16. Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.
17. Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors, and physiotherapists) in the best interests of the swimmer.
18. 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.
19. Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.
20. 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.
21. Refer all concerns of a child safeguarding nature in line with Wavepower (ASA Child Safeguarding Policy and Procedures), as amended from time to time.

### Equality, Diversity and Inclusion

1. The ASA, British Swimming and GRSC are committed to tackling forms of discrimination and to striving to become inclusive of all those who want to participate in swimming (as competitors, officials, coaches and administrators), irrespective of their race, national origin, religion or belief, gender, disability, ability, age, political persuasion or sexual orientation.
2. This code of conduct includes the ASA's commitment to address equality, diversity and inclusion in swimming.
3. To this end the ASA and GRSC will not tolerate:
4. Discrimination on the grounds set out in 1 above.
  - a. Harassment.
  - b. Bullying.
  - c. Abusive or insensitive language.
  - d. Inappropriate behaviour detrimental to any individuals or groups of individuals.
5. The ASA, British Swimming and GRSC 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.
6. GRSC Committee members, Officials and Volunteers in all aquatic disciplines must address this responsibility to support equality, diversity and inclusion in our sport.