



Members of the Barking and Dagenham Aquatics Committee have a responsibility to lead and manage the club to the best of their ability for the benefit of swimmers, coaches and parents.

To successfully undertake this role they must maintain standards of integrity and confidentiality.

This code provides a framework to establish a professional management Team that will be recognised by all Officers and Members of the Executive.

### **Integrity**

- Barking and Dagenham Aquatics Committee will refrain from public criticism, direct or indirect, of other Committee members, Club members, parents, coaches or swimmers.
- Once decisions have been taken, Committee members will be open and honest with each other.
- Officers and all Executive members will positively implement decisions as one Team.
- Any differences of opinion will be dealt with on a personal basis, in confidence and in private.
- Any serious unresolved disputes, disagreements and/or grievances with Officers, Coaches, Swimmers, Parents or Officials will be referred to the Chairman. The initial report can be verbal but it must be followed up in writing.
- Barking and Dagenham Aquatics Committee will treat all representatives of other clubs and officials with respect, both in victory and defeat, and will encourage our swimmers and coaches to act in a similar way.

### **Appointment**

- Each committee will be expected to take on a specified role within the committee structure.
- The chairman will designate roles within the committee and will endeavour to best place individual skills to appropriate roles.
- It is understood the roles will have to be amended / changed from time to time in order for the club to move forward.

### **Confidentiality**

Members of the Executive Committee must retain confidential sensitive information, which they are made aware of in their role as Officers of the Club or Committee Members. They must understand what is confidential and not divulge such information to a third party without prior agreement.