



Newbury District Swimming Club

Volunteering Policy

POLICY MANAGEMENT:

This policy was adopted by the Committee on 12th November 2018

Introduction

In order to keep costs at a minimum the Club encourages the use of Volunteers in all roles including coaching whenever it can. The following guidelines will be used for recruitment and remuneration of volunteers.

Volunteers

Volunteers might be parents, swimmers or masters swimmers. Also it may include other members of the public or other organisations who are specifically looking to do volunteering in the sports sector.

For volunteers the Club will provide:

- Mentoring from experienced coaches.
- Work Experience.
- Appropriate ASA training for the role.
- References for any paid employment.
- Opportunity to join and become part of the Newbury District Swimming Club team.

In return the Club seeks:

- Regular commitment to work.
- Good communication with the team.
- Compliance with the Codes of Conduct.
- Compliance with ASA laws.
- Commitment to be a team player.

Recruitment

All volunteers should be subject to safe recruitment, as necessary for the role (as defined in Wavepower) such as DBS checks and references. During the course of volunteering the Club shall hold a copy of the Volunteer's qualifications and signed copies of the appropriate Codes of Conduct as required by ASA (held by the Secretary of Newbury District Swimming Club).



Funded Coaching Training

The club may offer poolside volunteers the opportunity to attend a teaching/coaching training course to ASA Level 1 or Level 2 (approved by the Committee). The club will normally require a commitment to voluntary coaching at the club and these committed hours will be agreed with the coach.

The club will normally expect the volunteer will have demonstrated their suitability with poolside volunteering prior to attending a course.

Volunteer Coach Discounts

The following applies to volunteer coaches.

The coach shall hold a minimum of L1 ASA teaching or coaching qualification with experience and the club committee may offer a discount on swimming fees.

No discounts are offered to work experience or non-qualified helpers.

Committee Members

In the interest of good management and financial integrity the Committee will not offer remuneration to committee members.