



# WOLVERHAMPTON SWIMMING CLUB

Founded 1876

Affiliated to Staffordshire ASA &  
Swim England West Midlands Region

## COACHES CODE OF CONDUCT

January 2021

# WSC Codes of Conduct

## “The Rules”

The WSC Codes of Conduct form the rules that govern standards of behaviour, conduct and expectations for ALL members of our Club.

Together, they aim to make sure that the Club is a safe, enjoyable and productive environment for swimmers and volunteers alike.

Our members represent the Club in many arenas around the County, Region and Country at all levels of competition. It is hoped that acceptance, understanding and application of our Codes **at all times** will go a long way to presenting the Club in a positive, well run, and well-disciplined manner.

## Acceptance

Acceptance of the Code(s) of Conduct appropriate to the role/position taken within the organisation **is a condition** of the membership agreement with Wolverhampton Swimming Club.

As part of the TeamUnify online registration process you will be asked to acknowledge receipt and confirm your understanding and acceptance of the appropriate Code(s) of Conduct and the responsibilities that accompany membership of Wolverhampton Swimming Club.

This indicates that you have read and understood the rules, and that you agree to follow them at all training sessions and galas. Some of our younger swimmers may need to have the rules carefully explained to them by a parent or carer where appropriate.

## Code of Conduct for Coaches

The aim of WSC is to promote competitive swimming with a friendly open approach. The Club is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, or political persuasion. WSC believes that the welfare of children is everyone's responsibility and that all children and young people have a right to have fun, be safe and protected from harm.

As a Club affiliated to Swim England, we are expected to conduct our activities within the rules of the Association. These rules include the Code of Ethics, Code of Conduct and Equality Policy.

This Code is an extension of the Swim England Code of Ethics. Both should be followed.

### **The Teacher/Coach must:**

- Always place the well-being, health and safety of swimmers above all other consideration including developing performance.
- At all times adhere to the Swim England Code of Ethics, Rules and Laws.
- At all times adhere to the Swim England Child Safeguarding Policy and Procedures.
- 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.
- Meet the Swim England commitment to equality, diversity, and inclusion.
- 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 laws 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 Club/Swim England safeguarding children's policy.
  
- **Act in accordance with the WSC Mobile Device Policy. However, it is acknowledged that Coaches need to be contactable whilst at Open Meets and other such galas, and may also need to access meet information, results etc whilst attending these competitive events. Therefore, appropriate use of a mobile device is acceptable for Coaches unless the local centre policy dictates otherwise. A failure to observe this policy may result in disciplinary action as sanctioned by the Club. This policy is available on request and forms part of the Swimmers' Code of Conduct and is a condition of their membership agreement with the Club.**

## **Equality, Diversity, and Inclusion**

1. Swim England and British Swimming have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in swimming (as competitors, officials, Coaches, and administrators) irrespective of their race, gender, disability, age, sexual orientation and faith and ability.
2. This code of conduct includes Swim England's commitment to address equality, diversity and inclusion in swimming. To this end the Association will not tolerate:
  - a) Discrimination on the grounds set out in 1 above.
  - b) Harassment.
  - c) Bullying.
  - d) Abusive or insensitive language.
  - e) Inappropriate behaviour detrimental to any individuals or groups of individuals.
3. Swim England and British Swimming 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.
4. Committees, Officials and Volunteers in all aquatic disciplines must address this responsibility to support equality, diversity, and inclusion in our sport.