

# Code of Conduct for Swimming Coaches and Teachers



This Code is an extension to the ASA Code of Ethics. Both should be followed.

## The Teacher/Coach must:

- Always place the well-being, health and safety of members above all considerations including developing performance.
- At all times adhere to the ASA Code of Ethics, Rules and Laws.
- 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 ASA 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 as the needs of the team/squad.
- Be fair and equal in team and training squad selection, such selection to be made primarily in consultation with the Senior Squad Coach, the Junior Squad Coach and the Competition Secretary.
- 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 and to adhere to their Code of Conduct (available on [www.pzswimclub.co.uk](http://www.pzswimclub.co.uk)).
- 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/ASA Safeguarding Children Policy.

## Equality, Diversity and Inclusion:

1. The ASA 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 the Association'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. The ASA 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.

Any misdemeanours and breach of this Code of Conduct will be dealt with in accordance with the Club's Disciplinary Code.