**Code of Conduct - Coaches**



Refer to this code of conduct in relation to your rights in your role, the respect you should expect and demonstrate to all members, what is expected of you in terms of listening and being listened to and your behavior as a member of the Club.

**As a coach, you have the right to:**

* Be supported in your role and respected and treated fairly by the Club.
* Be informed of the current Wavepower and appropriate reporting procedures.
* Know who the Welfare Officer is and how to contact them.
* Be informed of the Club complaints process and who to contact at the Club.
* Be aware of the Club rules and procedures.
* Be involved and contribute towards decisions made within the Club.
* Have access to ongoing training and CPD in all aspects of your role.

As a coach of the Club certain standards of behaviour are expected from the members. By becoming a member you agree to:

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| Rules and Regulations | Coaching and Behaviour | You the person |
| Adhere to and implement the current Wavepower. | Respect your position of trust to maintain appropriate boundaries and relationships with members, not using your position to obtain personal benefit or reward. | Champion everyone’s right to take part and respect differences in the Club by not discriminating against anyone on the grounds of gender, race, sexual orientation, faith, ability, or any other relevant characteristics. |
| Adhere to the Swim England Equality and Diversity Policy. | Not engage in any behaviour that constitutes any form of abuse.  Understand that the use of abusive or inappropriate language, bullying, physical violence, or any other behaviour which affects others will not be tolerated by the Club. | Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst members. Seek advice from the Welfare Officer where necessary. |
| Adhere to the Swim England regulations, Code of Ethics, Club Constitution, and rules. | Refer all safeguarding and welfare concerns to the Welfare Officer. | Keep your coaching qualifications and CPD up to date. |
| Adhere to any conditions for coaching under the pool hire agreement. | Respect members trust and rights whilst being honest and open with them. | Complete Swim England safeguarding training every three years. |
| Keep members safe in your sessions with appropriate staffing ratios, using safe methods of instruction and techniques and by putting their safety first. | Lead by example creating and promoting positive behaviour and a safe culture. | Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years). |
| Ensure any equipment used is fit for purpose, safe to use and accessible. | Encourage members to behave in a positive manner and follow the rules of the Club and sport. | Understand that the use of abusive or inappropriate language, bullying, physical violence, or any other behaviour which affects others will not be tolerated by the Club. |
| Follow the Club procedures should a member have an accident or suffer an injury. | Ensure team/squad selection is clear and transparent and be fair and equal when making decisions. |  |
|  | Use positive and constructive methods when coaching and ensure programs are appropriate for the age, ability, and experience of the member. |  |
|  | Always put the wellbeing, health and safety of the members before all other considerations, including the development of performance. |  |

Breaches of the Code of Conduct will result in disciplinary action being taken against you by the Club Committee under the judicial regulations. Continued issues and repeated breaches may result in your dismissal from the Club. Any criminal offence will be reported to the Police and any other relevant authority, by the Club.

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| Signature of the Coach |  |
| Printed name |  |
| Position in the Club |  |
| Date |  |