

GATESHEAD AND WHICKHAM AMATEUR SWIMMING CLUB

SWIMMING COACHES' AND SWIMMING TEACHERS CODE OF CONDUCT

Gateshead and Whickham ASC Codes of Conduct are in place to ensure that every Club swimmer, coach, member or official is protected from any form of bullying, harassment or unpleasant behaviour

This code is an extension to the Amateur Swimming Association's [Code of Ethics](#) and should be read in conjunction with [WavePower Sub-Section 2.3 - Codes of Conduct](#) and with WavePower Sub-Section 2.4 – Policies, Procedures and Guidance.

Gateshead and Whickham ASC will demand the highest of standards from all coaches and teachers engaged in any activity for or on behalf of the Club. Any breach of this code of conduct, associated or related policies, procedures or guidance provided by the ASA or the Club may result in engagement or contracts being terminated or not renewed.

Coaches and teachers supplying swimming services to Gateshead and Whickham ASC will:

- Put the wellbeing, health and safety of members above all other considerations, including the development of performance.
- At all times, adhere to the ASA Code of Ethics, Rules and Laws.
- At all times, adhere to WavePower 2016-19.
- At all times, adhere to the ASA Equality and Diversity Policy.
- Consistently display high standards of behaviour and appearance.
- Treat all Club officers and members with respect and dignity, value their worth and treat everyone equally, recognising their varying needs and abilities within the context of the sport.
- Develop an appropriate working relationship with all Club officers and members based on mutual trust and respect.
- Support club policy in all communications outside of the coaches' and teachers' forum or the appropriate committee or Club officer.
- Not publicly display contempt in any communications for Club policy or any Club officer or committee in pursuit of their authorised Club duties.
- Adhere to all Club policies, procedures and guidance published by the appropriate Club officers in pursuit of the Club's aims.
- Ensure that all communications, whether written, verbal or otherwise to all Club officers, committee members, parents, guardians or carers is appropriate and respectful.
- Regularly host sessions for or with parents about swimming group aims and objectives and swimmers' progress.

- Always ensure that all teaching, coaching and competition programmes are appropriate for the age, ability and experience of the individual member.
- Always identify and meet the needs of the individual member as well the needs of the team/squad.
- Be fair and equal with EVERY athlete in team and training squad selection.
- Never exert undue influence to obtain personal benefit or reward.
- Maintain professional and effective relationships with all club officers, members or volunteers at all times. In particular, coaches must not use their position to establish or pursue a sexual or improper relationship with an athlete, member or someone close to them.
- Encourage and guide members 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.
- Complete a child safeguarding training course every three years in line with the guidance in WavePower 2016-19.
- Treat all information of a personal nature about individual members as confidential, except in circumstances where to do so would allow the child to be placed at risk of harm or continue to be at risk of harm.
- Will not use inappropriate language or behaviour within the organisation's training, competing or social environment.
- Encourage all members to obey the spirit of the rules and regulations both in and out of the pool.
- Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors or physiotherapists) in the best interests of the athlete / member.
- Never encourage or condone members, volunteers, officials or parents to violate the rules of the organisation 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 teams of other organisations with respect, whether that is in victory or defeat, and encourage all athletes and members to do the same.
- Refer all child safeguarding concerns in accordance with the procedures detailed in WavePower 2016-19.
- Maintain a valid Disclosure and Barring (DBS) clearance whenever engaged by the Club.