Code of Conduct for Coaches and Teachers

This code is something that you as a member of the coaching or teaching team should refer to in relation to your rights in your role, the respect you should expect but also that which you demonstrate to all members, what is expected of you in terms of listening and being listened to and your behaviour as a member of the club.

As a coach or teacher, you have the right to:

- Be supported in your role and respected and treated fairly by the club.
- Be informed of Wavepower and appropriate reporting procedures.
- Know who the Welfare Officer(s) is/are 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 within the club.
- Have access to ongoing training and CPD in all aspects of your role.

As a coach or teacher of the club we expect certain standards of behaviour from our members. By becoming a member of the Organisation and therefore agreeing to this Code of Conduct you agree to:

Rules and Regulations	Coaching and Behaviour	You the person
Adhere to and implement Wavepower.	Respect your position of trust to maintain appropriate boundaries and relationships with athletes, not using your position to obtain personal benefit or reward.	Champion everyone's right to take part and celebrate difference in our club or activity by not discriminating against anyone else on the grounds of gender, race, sexual orientation, faith, ability, or any other relevant characteristic.

Rules and Regulations	Coaching and Behaviour	You the person
Adhere to the Swim England Equality and Diversity Policy.	Not engage in any behaviour that constitutes any form of abuse.	Champion everyone's right to take part and celebrate difference in our club or activity by not discriminating against anyone else on the grounds of gender, race, sexual orientation, faith, ability, or any other relevant characteristic.
Adhere to the Swim England regulations, Code of Ethics, Club Constitution and rules.	Refer all safeguarding and welfare concerns to the Welfare Officer.	Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst children. Seek advice from the Welfare Officer where necessary.
Adhere to any conditions for teaching and coaching under the pool hire agreement.	Respect children's trust and rights whilst being honest and open with them.	Keep your coaching and/or teaching qualifications and CPD up to date.
Keep children 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 behavior and a safe culture.	Complete Swim England safeguarding training every three years.
Ensure any equipment used is fit for purpose, safe to use and accessible.	Encourage children to behave in a positive manner and follow the rules of the club and sport.	Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years).
Follow the club procedures should a child have an accident or suffer an injury.	Ensure team/squad selection is clear and transparent and be fair and equal when making decisions.	

Rules and Regulations	Coaching and Behaviour	You the person
	Use positive and constructive methods when teaching and coaching and ensure programmes are appropriate for the age, ability and experience of the child.	
	Always put the wellbeing, health and safety of the child 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 or if you are employed under your contract of employment. Continued issues and repeated breaches may result in your dismissal from the club. Any criminal offence will be reported to Police and any other relevant authority, by the club.