

## Code of Conduct - COACHES / STAFF

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As a coach/poolside helper/volunteer of the club we understand you have the right to:

- Enjoy your time being part of a great swimming club.
- Get involved and share ideas beneficial to the club.
- Promote the club and encourage members to develop as a swimmer.
- Apply coaching techniques which suit your coaching style.
- Get involved and assist with club related events and competitions where applicable.
- Raise any concerns with regards the welfare of all club members.

As a coach/poolside helper/volunteer of the club we expect you to:

### Personal Conduct

- Be conscious of always presenting a professional appearance on the poolside and be conscious of the example this sets to the swimmers and the image this presents of the club.
- Alcohol and smoking is unacceptable when in charge of or responsible for the welfare of swimmers.
- When dealing with persons under 18 years of age, avoid unaccompanied and unobserved activities with such persons and demonstrate a high degree of individual responsibility as your words and actions are an example.

### Relationship with Swimmers

- Treat all swimmers fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
- Provide feedback to swimmers and other participants in a manner sensitive to their needs. Avoid overly negative feedback. Avoid excessive verbal targeting, shouting or exercise used as punishment.
- Where possible, involve the swimmers in decisions that affect them.

- Be aware of the power that you as a coach develop with your swimmers in the coaching relationship and avoid any intimacy with swimmers that could be construed as compromising.

## **Personal Commitment**

- When dealing with young swimmers, at all times be conscious of and fully embrace the concepts for “Long Term Athletic Development”.
- Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the swimmers.
- Encourage swimmers to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- Encourage and facilitate swimmers independence and responsibility for their own behaviour, performance, decisions and actions.
- Recognise swimmers rights to consult with other coaches and experts in the field.

**Breaches of this Code of Conduct may result in disciplinary action being taken against you by the club committee. Continued issues and repeated breaches may result in coaches/poolside helper/volunteers being asked to leave the club, something we never want to do.**

Signature of coach/poolside helper/volunteer:

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Date: