



Coaches Code of Conduct

The following are expected of coaches in the same way that existing codes of conduct for swimmers and parents have expectations of them:

1. Reasonable behaviour is expected at all times by club members. Behaviour, including language that will cause offence or embarrassment to any member of the general public, other swimmers, site staff, parents and coaches of Chelmsford City Swimming Club, or any visiting club is prohibited. This includes language that is violent, indecent, disorderly, threatening, offensive or causes fear or distress to others. If incidents occur coaches are encouraged to report the details to the Directors, preferably through the Welfare Officer
2. Be respectful of the sites facilities and staff whether in training, competition or guests at another location; remember we are guests at these locations
3. Treat swimmers, coaches, officials, Board of Directors and parents of your and other people's clubs with due respect, meeting the Swim England commitment to equality, inclusion and diversity
4. Chelmsford City Swimming Club prohibits bullying or derogatory remarks about swimmers, other members, coaches, officials, local staff or a facility we use or visit whether physical, verbally or electronically i.e. social media sites
5. We are all part of the team that is Chelmsford City Swimming Club and will all be expected to give support and encouragement to all team members at all times, in training, competition or matches
6. Breaching any of the above will not be tolerated and could mean suspension from the club or withdrawal of your membership.

In addition, the following are directly extracted from the Swim England Wavepower Handbook and are also those things that Chelmsford City Swimming Club expects of its coaches.

Coaches should:

7. Treat children with dignity and respect.
8. Continually reflect on their own coaching, supervisory style, philosophy and practices to ensure the safety and wellbeing of children at all times.
9. Act as excellent role models, which includes not smoking or drinking alcohol in the company of young people.
10. Always put the welfare of each young person first, before winning or achieving goals.
11. Build a balanced relationship based on mutual trust, which empowers young people to share in the decision-making process.
12. Refer and deal with concerns regarding child safeguarding appropriately.
13. Know and understand the Swim England Child Safeguarding Policies and Procedures contained in Wavepower.
14. Ensure parents and members obtain appropriate information regarding training and competitions.
15. Work in partnership with officers and event organiser(s).
16. Have open and regular communication with the young member's parents / carers.
17. Ensure that activities are appropriate for the age, maturity, experience and ability of the young member.
18. Promote honesty, teamwork and a good sporting environment.
19. Follow Swim England guidance on coaching young people.
20. Report any concerns they may have in relation to young people following reporting procedures laid down in Wavepower.

Coaches should not:

21. Take children to their home or other secluded places where they will be alone.
22. Engage in rough, physical or sexually provocative games.
23. Share a room with a child.
24. Allow or engage in any form of inappropriate touching.
25. Make sexually suggestive remarks to a child or young people.



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26. Reduce a child to tears as a form of control.
27. Allow children to use inappropriate language or behaviour unchallenged.
28. Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.
29. Leave the pool venue before all members have been collected or are continuing to be supervised by appropriate officers.
30. Abuse their position of power or trust with children or adults.
31. Resort to bullying tactics or verbal abuse.
32. Cause a child to lose self-esteem by embarrassing, humiliating or undermining the individual.
33. Spend excessive amounts of time with one swimmer to the detriment of the squad/team.
34. Do things of a personal nature for young people that they can do for themselves.
35. Engage in a sexual relationship with a swimmer aged 17 or under.

Photography, filming and social media

Coaches should:

36. Adhere at all times to the Club's Photography and Social Media Policy, both generally and specifically with regard to the filming of children during training sessions, following the guidance below:

Guidance on filming children during training sessions

The filming of children during training sessions is not recommended and should only be undertaken by coaching staff; this should only be done with the Head Coach's prior approval. The Club must be able to justify the requirement to film, e.g. to assist in swimming stroke development.

Assuming filming is justified, written consent is required from the parents/guardians of the child/children with an invitation to the parents/guardians to attend the filming and subsequently view the footage.

The individual who is responsible for filming should exercise caution when recording and ensure the content of the footage is appropriate, following the advice outlined above. Filming should cease and/or the footage be destroyed should any concerns be raised or if consent is withdrawn. Once the footage has served its purpose, it should always be destroyed unless the need to keep it can be justified.

Declaration

I confirm that I have read the Club's Photography and Social Media Policy.
I further confirm that I will comply with the Coaches Code of Conduct.

Name:

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Signature:

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Date:

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