

Warrender Baths Club Coach Code of Conduct

A responsible swimming coach helps the development of individuals through improving their performance. This is achieved by:

- Identifying and meeting the needs of individuals.
- Improving performance through a progressive programme of safe, guided practice, measured performance and / or competition.
- Creating an environment in which individuals are motivated to maintain participation and improve performance.

Coaches should comply with the principles of good ethical practice listed below.

A coach must at all times:

- Hold relevant, up to date and recognised coaching qualifications, safeguarding training, insurance and a valid PVG
- Follow all Scottish Swimming and Club policies and guidelines, including the Scottish Swimming Wellbeing and Protection Policy, Acceptable Use of Mobile Phone Policy and Social Media Guidelines and be a member of Scottish Swimming. It is the coach's own responsibility to ensure that he/she is familiar with and abides by Scottish Swimming policies and guidelines as these are updated from time to time and available to view at www.scottishswimming.com
- Consider the wellbeing and safety of the athlete before the development of performance.
- Develop an appropriate working relationship with athletes, based on mutual trust and respect that empowers and includes athletes, both youth and senior, in the decision-making process.
- Promote respect for the ability of opponents, as well as for volunteers, officials and fellow coaches.
- Always promote the positive aspects of the sport, (e.g fair play) and never condone rule violations or the use of prohibited substances.
- Make sure all activities are appropriate for the age, maturity, experience and ability of those taking part.
- Recognise the developmental needs and capacity of each athlete and avoid excessive training and competition, pushing them against their will and putting undue pressure on them.
- Respect the rights, dignity and worth of every person and treat everyone equally within the context of their sport.
- Encourage athletes to value their effort in performance and not just results.
- Encourage and guide athletes to accept responsibility for their own behaviour and performance by giving enthusiastic and constructive feedback.
- Clarify, at the outset, with athletes (and where appropriate with their parents) exactly what is expected of them and what athletes are entitled to expect from their coach.
- Consistently display high standards of behaviour and appearance be an excellent role model including not smoking or drinking or using foul language in the company of athletes
- Never ignore, tolerate or engage in any form of bullying.
- Coaches must not exert undue influence to obtain personal benefit or reward. In particular, coaches must not use their position to establish or pursue a sexual or improper relationship with an athlete or someone close to them.
- Co-operate fully with other specialists (e.g. other coaches, qualified medical professionals, sport

scientists, physiotherapists etc) in the best interests of the athlete.

- Coaches should not allow allegations to go unchallenged, unrecorded or fail to act upon them.
- Coaches should make a personal commitment to themselves to keep informed of sound coaching principles and the principles of growth and development of children.
- Coaches should ensure that the equipment and facilities which they find at the training venues when they arrive to deliver coaching are suitable for training.

Emergency Action and First Aid

All coaches should be prepared with an action plan in the event of an emergency for venues which are not lifeguarded by Edinburgh Leisure staff and be aware of First Aid procedures. This will include:

Access to First Aid equipment

Emergency contact for the athlete (it is the coach's responsibility to ensure that this is accessible from a secure source at training sessions)

In the event of an accident or emergency at a pool which is lifeguarded by Edinburgh Leisure, the incident should be reported to Edinburgh Leisure staff immediately.

Coaches shall have the right to:

Access to ongoing training and information on all aspects of their role, including safeguarding, well-being and protection

Support in reporting suspected abuse or poor practice

Fair and equitable treatment by Scottish Swimming and the Club

Be protected from abuse by adults/youths, other adult members and parents

Not be left vulnerable while carrying out their role

Breaches of this Code of Conduct will be dealt with in accordance with Scottish Swimming disciplinary procedures

I understand that if I do not follow this Coach Code of Conduct, the Club or Scottish Swimming may take any/all of the following actions:

Be required to apologise formally

Receive a warning, written or verbal

Be required to meet with the Club Wellbeing and Protection Officer or designated members of the Club's Management Committee

Be required to attend an education course

Be suspended by the Club

Be required to leave or be removed from post

I have read and understood the above Code of Conduct and I agree to be bound by it

Name (print)

Signed.....

Role

Date

