Code of Conduct for those committee members, officials and volunteers

(who work directly with children in the Swimming Club)

• At all times adhere to the ASA Code of Ethics, Rules and Laws.

• At all times adhere to the ASA Child Safeguarding Policy and Procedures.

• Adhere fully to the role and job description as outlined by the club and never use that role to gain favour for yourself or any individual swimmer.

• Consistently display high standards of behaviour and appearance.

• Treat all swimmers with respect and dignity, value their worth and treat everyone equally recognising their needs and ability within the context of the sport.

• Encourage and guide swimmers to accept responsibility for their own behaviour and performance .

• Continue to seek and maintain your own development in line with your role and complete a Safeguarding Children in Sport course, if appropriate to your role.

• Meet the ASA's commitment to Equality, Diversity and Inclusion.

• Treat all information of a personal nature about individual swimmers as confidential, except in circumstances where to do so will allow the child to be placed at risk of harm or continue to be at risk of harm.

• Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.

• Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the club or the sports 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 other club teams with respect, whether that is in victory or defeat and encourage all team members and fellow club members to do the same.

• Refer all concerns of a child safeguarding nature in line with the club/ASA safeguarding children policy.

Equality, diversity and inclusion

1. The ASA and British Swimming have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in swimming (as competitors, officials, coaches and administrators) irrespective of their race, gender, disability, age, sexual orientation and faith and ability.

2. This code of conduct includes the Association's commitment to address equality, diversity and inclusion in swimming. Tothis end the Association will not tolerate:

a. Discrimination on the grounds set out in 1 above.

b. Harassment.

c. Bullying.

d. Abusive or insensitive language.

e. Inappropriate behaviour detrimental to any individuals or groups of individuals.

3. The ASA and British Swimming are governed by UK law and will seek to ensure that its participants are committed to addressing its responsibilities under the Sex Discrimination Act 1975, Race Relations Act 1976, Race Relations (Amendment) Act 2000, Equal Pay Act 1970, Disability Discrimination Act 1995, Human Rights Act 1998, Disability Discrimination Act (Amendment) 2005, Equality Act 2006.

4. Committees, officials and volunteers in all aquatic disciplines must address this responsibility to support equality, diversity and inclusion in our sport.

Signed: …….. Date:……. _