

**PERTH CITY SWIM CLUB (PCSC)
CODE OF CONDUCT – OFFICIALS & VOLUNTEERS**

Officials & Volunteers should comply with the principles of good ethical practice listed below & at all times must:

- Follow all guidelines laid down by the National Governing Body and PCSC
- Consider the wellbeing and safety of swimmers before the development of performance
- Display consistently high standards of behaviour, dress suitably for my role, and always avoid use of inappropriate language when involved in club activities
- Hold appropriate, valid qualifications and ensure my actions do not invalidate the Club's insurance cover
- Ensure that all activities are appropriate to the age, ability, and experience of those taking part
- Develop and appropriate working relationship with swimmers, based on mutual trust and respect
- Encourage swimmers to value the performance and not just the results
- Encourage and guide swimmers to accept responsibility for their own performance and behaviour
- Never condone rule violations
- Never condone, promote or be party to the use of prohibited substance or methods
- Report any Welfare concerns immediately to the Club's Child Protection Officer
- Never exert undue influence over swimmers to obtain personal benefit or reward
- Never consume alcohol immediately before or during training or competitions
- Always promote the positive aspects of the sport

Volunteers & Club Officials have a right to:

- Access ongoing training and information on all aspects of their role including safeguarding, wellbeing, and child protection
- Support to professional support services
- Support in reporting of suspected abuse or poor practice
- Fair and equitable treatment by the club and Scottish Swimming
- Be protected from abuse by adults/ youths, other adult members, and parents
- Not be left vulnerable when carrying out their role(s)



JANUARY 2024

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

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

1. Be required to apologise formally
2. Receive a warning; verbal or written
3. Required to meet with the club, Wellbeing & Protection Officer, or designated members of the club committee
4. Suspended by the club
5. Required to leave or be removed from post



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