

PERTH CITY SWIM CLUB (PCSC)
CODE OF CONDUCT – COACHES AND POOLSIDE PERSONNEL

Thank you for your time as a volunteer coach supporting Perth City Swim Club. The committee and swimmers are very grateful.

The club will support your rights as a volunteer coach by:

- Promoting access to ongoing training development opportunities and information on all aspects of your role including safeguarding, wellbeing, and child protection
- Fair and equitable treatment by the club and Scottish Swimming
- Ensuring you are protected from abuse by adults/ youths, other adult members, and parents and supporting the management of swimmers or parents in breach of the parent/carer or swimmer code of conduct
- Offering peer support within the club coaching team
- Offering access to professional support services
- Supporting you to report child wellbeing or safeguarding concerns.
- Ensuring you are not left vulnerable when conducting your coaching role

Perth City Swim Club expects their volunteer coaches to:

- Create an environment in which swimmers continually develop and are motivated to maintain participation and improve performance
- Identify and adapt coaching techniques to the needs of the individual
- Improve performance through delivery of a progressive program of safe, guided practice and/or competition under the guidance of the Head Coach.

Perth City Coaches should comply with the principles of good ethical practice as listed below:

SAFE:

- Ensure that equipment and facilities meet agreed minimum safety standards and are suitable for the planned activity
- Consider the wellbeing and safety of swimmers before the development of performance
- Ensure that all activities are appropriate to the age, ability, and experience of those taking part
- Seek advice and report any welfare concerns to the Club's Welfare Officer without delay
- Follow the advice of a physician or other suitably qualified health professional when a swimmer is injured
- Be aware of the Club's current risk assessment and emergency action plan for the facility in which you are coaching. All coaches should be prepared with an action plan in the event of an emergency and be aware of First Aid procedures. This will include:
 - Ensure a register is always taken
 - Identify pool lifeguard present throughout session and location of pool rescue equipment.



PERTH CITY SWIM CLUB (PCSC)
CODE OF CONDUCT – COACHES AND POOLSIDE PERSONNEL

- Access to First Aid Equipment and trained First Aider is present
- Emergency contact details for athlete

ENCOURAGE GOOD SPORTSMANSHIP

- Develop an appropriate working relationship with swimmers, based on mutual trust and respect
- Always promote the positive aspects of the sport (fair play)
- Encourage athletes to value their performance and not just the results
- Encourage and guide swimmers to accept responsibility for their own performance and behaviour and to comply with the swimmer conduct policy
- Promote respect for the ability of teammates and opponents as well as for officials and fellow coaches
- Never condone rule violations or the use of prohibited methods or substances

PROFESSIONALISM

- Display consistently high standards of behaviour and appearance, dress suitably, and avoid the use of inappropriate language while involved in club activities
- Never consume alcohol immediately before or during training or competitive events
- Never exert undue influence over swimmers to obtain personal benefit or reward
- Make a personal commitment to stay informed in respect of sound coaching practices and the principles of physical and psychological growth and development in children
- Where practical avoid coaching your own swimmer
- Maintain confidentiality with respect to members' personal information made available to coaches to promote safe practice
- Hold valid, appropriate qualifications and insurance cover
- Follow all current guidelines laid down by the National Governing Body and PCSC
- Provide an updated personal development plan in February of each year to PCSC Volunteer Coordinator to assist the Head Coach and Management Committee in Educational and Club Development planning



PERTH CITY SWIM CLUB (PCSC)
CODE OF CONDUCT – COACHES AND POOLSIDE PERSONNEL

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

