



FOR STAFF, HELPERS AND OFFICIALS

The club encourages appropriate ethical behaviour amongst its members. This code has been drawn up to set standards of personal and professional conduct which will establish and sustain the highest reputation of the Club at National, District and Local levels. All those representing the Club must:

- Put the well being, health and safety of members above all considerations including developing performance.
- Develop an appropriate working relationship with performers based on mutual trust and respect.
- Comply with the codes, rules and laws within the guidelines set out by the ASA and the Club.
- Work without discrimination on the grounds of race, colour, language, religion, birth or social status.
- Respect the basic human rights, worth and dignity of each member.
- Not encourage swimmers, volunteers, officials or parents to violate the rules of the club or sport.
- Observe the authority and the decisions of all officials. Follow the ASA rules for complaints or protest.
- Never condone rule violations, rough play or the use of prohibited substances.
- Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool
- Ensure that all teaching, training and competition programmes are appropriate to the age, ability and experience of the individual swimmer.
- Treat other competitors and teams with respect, in victory and defeat.
- Be able to present evidence of qualifications on request.
- Display consistently the highest standards of behaviour, appearance and personal hygiene.
- Not drink alcohol or smoke either before or during teaching or coaching sessions or competitions
- Treat all personal information about individual members as confidential except in exceptional circumstances regarding health and safety, medical requirements, disciplinary action or in accordance with child protection procedures, the code of ethics and other relevant guidelines.
- Never exert undue influence over performers to obtain personal benefit or reward.

- Promote the positive aspects of the sport (e.g. fair play)
- Seek ways of and be willing to increase the development of their current qualifications
- Encourage all performers to value their performances and not just results.
- Undertake the continuing professional development (training) necessary to discharge your duties to the best of your ability in the light of current knowledge.

WAVEPOWER 2016 - 2019