



This club seek to ensure that all club members (swimmers, parents, coaches, volunteers and board members) have committed themselves to tackling all forms of discrimination and strive to become inclusive of all those who want to participate in swimming regardless sex, age, ethnic origin, religion, disability, gender identity, sexual orientation, political persuasion or ability.

We are committed to providing a caring, friendly and safe environment for all our members. Bullying of any kind is unacceptable. Anyone who knows that bullying is happening is expected to tell the club welfare officer.

The Club has nominated welfare officers. Up to date contact details can always be found on the Club website at www.rdasc.org.uk.

Bullying in any form is wholly unacceptable and will be addressed by the Club. Bullying can be:

- *Emotional*
Being unfriendly, saying or sending hurtful messages, tormenting (eg moving clothes);
- *Physical*
Pushing, kicking, slapping or any use of violence in or out of the pool;
- *Racial*
Racial taunts, gestures, name calling or use of racial insults.
- *Sexual*
Unwanted physical contact, sexually abusive comments or use of sexually explicit language.
- *Verbal*
Name-calling, sarcasm, spreading rumours or teasing.

Code of Conduct for All Members

- Treat all members of this club, and other clubs with due respect, meeting the ASA commitment to equality, diversity and inclusion. This includes swimmers, coaches and officials.
- Be aware that the use of inappropriate or abusive language, bullying, harassment, discrimination or physical violence will not be tolerated, and could result in action being taken through the club's disciplinary or welfare procedures.

Code of Conduct for Coaches:

- Put the well-being, health and safety of members above all considerations including developing performance.
- At all times adhere to the ASA Code of Ethics and Rules and Laws, and Child Safeguarding Policy and Procedures.
- At all times adhere to the ASA Equality Policy.
- 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 abilities within the context of their sport.
- Develop an appropriate working relationship with swimmers based on mutual trust and respect.

- Always place the well-being, health and safety of swimmers above all other considerations including developing performance.
- Always ensure that all coaching and competition programmes are appropriate for the age, ability and experience of both the individual and the squad.
- Always identify and meet the needs of the individual swimmer as well the needs of the team / squad.
- Be fair and equal in team and training squad selection.
- Never exert undue influence to obtain personal benefit or reward, or condone violation of club/sport rules.
- Encourage and guide swimmers to accept responsibility for their own behaviour and performance.
- Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children.
- 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 regulations both in and out of the pool.
- Co-operate fully with other specialists (e.g. other coaches, officials, sport scientists, doctors, and physiotherapists) in the best interests of the swimmer.
- Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the club or the sport 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 club and ASA policy.

Code of Conduct for Swimmers

- Treat all members of and persons associated with the Club with due dignity and respect.
- The use of inappropriate or abusive language, bullying, harassment, or physical violence will not be tolerated and could result in action being taken through the club disciplinary or child welfare policy.
- Display a high standard of behaviour at all times. Always report any poor behaviour by others to an appropriate coach or Club officer.
- Recognise and celebrate the good performance and success of fellow club and team members.
- Swimming Training
 - Show respect to all other swimmers and your coach.
 - Arrive in good time to stretch, 10 – 15 minutes before the start time.
 - If you arrive late report to your coach before entering the pool.
 - Have all equipment necessary for the session- hats, goggles etc – as requested by your coach.
 - Use the lavatory before training, and always inform the coach if you need to leave the pool during training.

- Use the changing facilities responsibly, do not 'mess about'.
- Listen to what your coach is telling you at all times and obey instructions given.
- Always swim to the wall, as you would in a race, and practice turns as instructed.
- Do not stop and stand in the lane, you may get injured.
- Do not pull on the ropes as this may injure other swimmers.
- Do not skip lengths/sets – you are only cheating yourself.
- Show respect to all other swimmers, both in competition and training.
- Make your coach aware if you have difficulties in attending training sessions as laid down for your squad.
- If you need to leave the pool for any reason during training inform your coach before doing so.
- Competition
 - At competitions whether they be open meets, national events or club galas always behave in a manner that shows respect to both your club coach, officers and team mates and the members of all competing clubs
 - Try to swim events/galas that are suggested by your coach.
 - Wear club uniform and club swimming hat when representing the club.
 - Warm-up before the event as directed by the coach in charge on that day and ensure you fully prepare yourself for the race.
 - Make sure you have plenty to eat and drink.
 - Be part of the team and stay with the team on poolside.
 - Support your team mates.
 - Warm up properly by swimming.
 - Listen for your race to be announced and go to the marshalling area in time and report in. Take your hat and goggles with you.
 - After your race report immediately to the coach, to receive feedback on your race.
 - Swim down properly after your race, if possible.
 - If you leave the poolside always tell the coach/team manager where you are going.
 - Never leave an event until either the gala is complete or you have the explicit agreement of the club coach or team manager.

Code of Conduct for Parents:

- Deliver and collect your child to and from training sessions and galas/meets on time. Please inform the coach if there is an unavoidable problem, preferably before the start of the session.
- Do not enter the poolside unless requested to do so, or in the event of an emergency.
- Ensure your child has the correct equipment with them for each session.
- Behave responsibly as a spectator, at training sessions and galas/meets.
- Support the club coaches, committee members appropriately and raise any concerns in an appropriate manner.

Richmond Dales Amateur Swimming Club

www.rdasc.org.uk

- Encourage your child to obey the rules, and most of all help your child to enjoy the sport and achieve to the best of their ability.
- Make payments on time for both training and gala entries.
- All payments for training and ASA membership should be made by standing order. If this is not possible please speak to any committee member.
- Non- payment of fees may lead to the swimmer being dismissed from the club and fees owed will still be expected to be paid.

Please refer to the Club website at www.rdasc.org.uk for up to date information and contact details for Club officers and board members.

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Agreement to the RDASC Code of Conduct (Please complete and return this section to the Club)

We agree to abide by the RDASC Code of Conduct ...

Swimmer

Name:

Signature:

Date:

Parent / Guardian

Name:

Signature:

Date:

Coach

Name:

Signature:

Date: