

Crawley Swimming Club: Code of Conduct – Coaches and Teachers



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As a coach or teacher at Crawley Swimming Club, you are in a position of trust and serve as a primary role model for our athletes. Whether you are an employee or an independent contractor, you are required to uphold the highest standards of professional conduct and safeguarding.

Our Core Values in Action

We expect our coaching and teaching team to lead by example through our six pillars:

- **Safety first:** Prioritise the physical and emotional safety of every participant above all other considerations.
- **To always do the right thing:** Maintain professional boundaries and act with integrity at all times.
- **Give your best at all times:** Provide high-quality instruction and stay current with professional developments.
- **To honour your squad, the club, and the community:** Represent Crawley SC with pride and professionalism in all settings.
- **To respect fellow members:** Foster a culture of mutual respect between swimmers, parents, volunteers, and officials.
- **To enjoy the sport and help others achieve:** Create a positive, encouraging environment where every athlete is supported to reach their goals.

Your Rights as a Coach or Teacher

You have the right to:

- Be supported in your role and treated fairly and with respect by the club.
- Be informed of **Wavepower** and the appropriate procedures for reporting concerns.
- Know who the **Welfare Officer(s)** are and how to contact them.
- Be informed of the club's complaints process and rules.
- Be involved in and contribute toward decisions within the club.
- Have access to ongoing training and Continuing Professional Development (CPD).

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Standards of Behaviour and Professionalism

By accepting a role (employed or contracted) at Crawley Swimming Club, you agree to:

1. Safeguarding and Wavepower Compliance

- Adhere to and implement **Wavepower** in every aspect of your role.
- Maintain a current **DBS check** and complete **Swim England Safeguarding training** (both renewable every three years).
- Refer all safeguarding and welfare concerns immediately to the Welfare Officer.
- Respect your **Position of Trust**; maintain appropriate professional boundaries and never use your position for personal benefit or reward.
- **Strictly adhere to the mobile device policy**: Do not use any mobile phone or camera-enabled device in changing areas.

2. Professional Coaching Practice

- Use positive and constructive methods of instruction. Ensure training programmes are appropriate for the age, ability, and experience of the athletes.
- Keep all coaching/teaching qualifications and CPD up to date.
- Ensure all equipment is safe and fit for purpose.
- Adhere to the terms of pool hire agreements and maintain appropriate staffing/supervision ratios.
- Ensure team or squad selection is transparent, fair, and based on equal opportunity.

3. Equality and Inclusion

- Champion the right of every individual to take part in swimming.
- Celebrate difference and do not discriminate on the grounds of age, gender, race, sexual orientation, faith, ability, or any other characteristic.
- Adhere to the **Swim England Equality and Diversity Policy**.

4. Safety and Welfare

- Always put the wellbeing, health, and safety of the athlete before performance goals or development.
- Challenge and address any instances of poor behaviour, aggression, or bullying among members.
- Follow club procedures immediately in the event of an accident or injury.

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Breaches of the Code

Breaches of this Code of Conduct will be taken seriously by the Club Committee.

- **For Employees:** Breaches will result in disciplinary action under your contract of employment.
- **For Contractors:** Breaches may result in the immediate termination of your service agreement.
- **General:** Repeated breaches or serious misconduct may lead to dismissal from the club and reporting to Swim England. Any behaviour that may constitute a criminal offence will be reported to the Police and relevant authorities.

Digital Acknowledgement (via Swim Manager)

By checking this box, I confirm that I have read, understood, and agree to the terms of the Crawley Swimming Club Code of Conduct, and to abide by all Crawley Swimming Club policies, including but not limited to the Parent/Swimmer Guides, Safeguarding & Welfare Policy, Behaviour Policy, and Disputes/Complaints Policy. I understand how breaches of the Codes of Conduct are managed internally by the club.