

Crawley Swimming Club: Code of Conduct – Volunteers, Committee Members, and Trustees



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As a volunteer, committee member, or trustee at Crawley Swimming Club, you are the backbone of our community. Your leadership and commitment are vital to providing a safe, positive, and inclusive environment for all. This code outlines your rights and the professional standards expected of you.

Our Core Values in Leadership

We expect our volunteers and leaders to champion the Crawley SC Core Values in every decision and action:

- **Safety first:** Always behave in a manner that is safe and respects the safety of all members.
- **Always do the right thing:** Lead with integrity and be a guardian of the club's reputation and safety.
- **Give your best at all times:** Commit to your role with dedication to help the club thrive.
- **Honour the community:** Respect the traditions of our club and the wider swimming community.
- **Respect fellow members:** Model respect for all swimmers, parents, coaches, and fellow volunteers.
- **Enjoy the sport and help others achieve:** Create an environment where athletes and volunteers alike find joy and fulfilment.

Your Rights as a Volunteer

You have the right to:

- Be supported in your role, respected, and treated fairly by the club.
- Know who the **Welfare Officer(s)** are and how to contact them.
- Be fully informed of **Wavepower** and the appropriate reporting procedures.
- Be informed of the club's complaints process and governing rules.
- Be involved in and contribute toward decisions within the club.
- Feel welcomed, valued, and listened to.

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Professional Conduct & Safeguarding

By accepting your role at Crawley Swimming Club, you agree to:

1. Safeguarding & Welfare (Wavepower Compliance)

- **Implementation:** Adhere to and implement all aspects of **Wavepower 2025**.
- **Reporting:** Refer all safeguarding and welfare concerns immediately to the **Welfare Officer**.
- **Training:** Complete Swim England safeguarding training and maintain a valid **DBS check** (both renewable every three years), as applicable to your role.
- **Safety:** Always put the wellbeing and safety of the child before performance or any other consideration.
- **Confidentiality:** Treat all personal information as confidential on a "need-to-know" basis, unless sharing is required to protect a child from harm.

2. Equality, Diversity & Culture

- **Inclusion:** Adhere to the Swim England Equality and Diversity Policy. Champion everyone's right to take part and celebrate differences.
- **Positive Environment:** Promote a welcoming culture. Challenge and address instances of negative, aggressive, or bullying behaviour.
- **Integrity:** Adhere to Swim England regulations, the Code of Ethics, and the Club Constitution.

3. Operational Excellence

- **Responsibility:** Adhere to your specific role responsibilities while respecting the roles of others.
- **Safety Standards:** Ensure all equipment is fit for purpose and that appropriate staffing ratios are maintained during sessions and events.
- **Accident Procedures:** Follow club procedures strictly in the event of an accident or injury.
- **Professional Development:** Keep all qualifications and CPD relevant to your role up to date.

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Breaches of the Code

Breaches of this Code of Conduct will result in disciplinary action by the club committee under judicial regulations. Continued or repeated breaches may result in dismissal from the club. Any criminal offence will be reported to the Police and relevant authorities.

Digital Agreement (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.