



**Code of conduct for Rotherham Metro Coaches and volunteers**

The coach must:

* 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 swimming.
* Develop an appropriate working relationship with swimmers based on mutual trust and respect.
* Meet the ASA commitment to equality, diversity and inclusion.
* Always place the well-being, health and safety of swimmers above all other consideration including developing performance.
* Always ensure that all coaching and competition programmes are appropriate for the age, ability and experience of the individual swimmer.
* Always identify and meet the needs of the individual swimmer as well as the needs of the team/squad.
* Be fair and equal in team and training squad selection.
* Encourage and guide swimmers to accept responsibility for their own behaviour and performance.
* Never exert undue influence to obtain personal benefit or reward. In particular, coaches must not use their position to establish or pursue a sexual or improper relationship with a swimmer or someone close to them.
* Continue to seek and maintain their own professional development in all areas in relation to coaching swimmers.
* 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 laws both in and out of the pool.
* Cooperate fully with other specialists (eg other coaches, officials, 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 decision of the officials and only question those decisions in the appropriate manner.
* Treat all competitors and other club teams with respect and encourage all team members and fellow club members to do the same.
* Refer all concerns of a child safeguarding nature in line with the club/ASA safeguarding children policy.