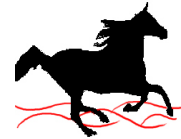


Newmarket & District Swimming Club

Swimming Since 1918

President: Robert Hicks



Appendix 3 CODE OF CONDUCT – CLUB OFFICIALS & VOLUNTEERS

Newmarket & District Swimming Club (hereinafter referred to as ‘The Club’) is fully committed to safeguarding and promoting the well being of all its members. The Club believes that it is important that swimmers, coaches, teachers, administrators and parents/guardians/carers associated with The Club should, at all times, show respect and be encouraged to be open at all times and to share any concerns or complaints that they may have, about any aspect of The Club, with a member of the committee.

Objective and Scope

The purpose of this document is to establish a set of guidelines and procedures, which outline the responsibilities and behaviour of club officials and volunteers who are members of, or assist, The Club.

It is expected that the principles of the Code of Conduct should be followed at all events and training sessions.

Code of Conduct

Behaviour and Personal Conduct must at all times be of a high standard and reflect favourably on the sport and The Club. Language in public or relevant group situations must always be appropriate and socially acceptable.

Consumption of alcohol is totally forbidden for persons under age as defined by UK law. Alcohol must not be consumed whilst en route in transport provided by the Club.

Smoking is prohibited whilst en route in transport provided by the Club.

Illegal drugs and substances are strictly forbidden whilst at any event with the Club in accordance with UK law.

Personal appearance shall be appropriate to the circumstances and as required by the event and The Club.

In general officials and volunteers shall:

- Consider the well being and safety of participants before the development of performance.
- Develop an appropriate working relationship with performers based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Hold the appropriate valid qualifications and insurance cover.
- Never exert undue influence over swimmers to obtain personal benefit or reward.
- Comply with the codes, rules and laws within the guidelines set out by the ASA.
- Behave without discrimination on the grounds of race, colour, language, religion, birth or social status as set out in the equal opportunities policy.
- Respect the basic human rights, worth and dignity of each swimmer and other officials.
- Not encourage swimmers, volunteers, officials or parents to violate the rules of The Club or the sport.
- Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.

Sanctions

Breaches of the Code of Conduct shall be dealt with in the first instance by the Team Manager, Coach or Welfare Officer. He/she shall report the incident to the Secretary of The Club who shall take such further action as deemed necessary.

Anti-Bullying Policy

Statement of Intent

The Club is committed to providing a caring, friendly and safe environment for all of our members so they can swim in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at The Club. If bullying does occur, all swimmers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* club. This means that anyone who knows that bullying is happening is expected to tell The Club Welfare Officer or any committee member.

I acknowledge receipt of the Code of Conduct for Newmarket & District Swimming Club and confirm my understanding and acceptance of such code (as amended from time to time) shall govern my involvement with the Club.

Signed **(Official/volunteer)** **Date**

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