



Fish 2 Water - Coach Code of Conduct

A responsible swimming coach helps the development of swimmers through improving their performance. This is achieved by:

1. Identifying and meeting the needs of individual swimmers
2. Improving performance through a progressive programme of coaching.
3. Creating an environment in which swimmers are motivated to participate and improve

All coaches should comply with the principles of good ethical practice listed below. A coach must at all times:

1. Hold the appropriate valid qualifications, insurance cover and PVG relevant to your role.
2. Consider the wellbeing and safety of swimmers before the development of performance
3. Recognise the developmental needs and capacity of swimmers
4. Avoid excessive training and putting undue pressure on swimmers
5. Use appropriate coaching techniques and practices
6. Follow guidance from qualified clinician when a swimmer is injured
7. Ensure equipment and facilities meet safety standards and are suitable for sessions
8. Encourage and guide swimmers to accept responsibility for their own behaviour and performance by giving enthusiastic and constructive feedback
9. Develop appropriate working relationships with all swimmers based on mutual trust, respect and inclusivity
10. Encourage an environment that is swimmer led and not just about results
11. Be a role model
12. Show respect to swimmers and other coaches involved in the sessions
13. Follow all guidelines laid down by Fish 2 Water
14. Display and promote high standards of behaviour and fair play
15. Always promote the positive aspects of swimming and never condone rule violations or the use of prohibited substances
16. Never exert undue influence over a swimmer to obtain personal benefit or reward.
17. Always respect other coaches' decisions and never engage in public criticism of them
18. Respect the rights, dignity and worth of all swimmers and treat everyone equally
19. Refrain from offensive, insulting or abusive language or behaviour
20. Never engage in bullying, intimidation or harassment
21. Report inappropriate behaviour or risky situations
22. Not allow allegations to go unchallenged, unrecorded or fail to act upon them
23. Keep yourself informed and up to date with with sound coaching principles, techniques and practices

Emergency Action and First Aid

All coaches should be prepared with an action plan in the event of an emergency. This includes:

- Be appropriately qualified with a relevant first aid certificate and safety qualification
- Access to first aid equipment
- Emergency contact for swimmers
- Ability to call emergency services

Coaches have the right to:

- Access ongoing training and information on all aspects of their role, including safeguarding, wellbeing and protection
- Support in reporting suspected abuse and poor practice
- Access to professional support services
- Fair and equitable treatment by Fish 2 Water
- Be protected from abuse by swimmers / spectators
- Not being left vulnerable while carrying out coaching sessions

Breaches of the Coach Code of Conduct will be dealt with appropriately.

Coaches who do not follow the code of conduct may be subject to any or all of the following actions:

- Be required to apologise formally
- Receive a warning; verbal or written
- Be monitored by appropriate person from Fish 2 Water
- Required to attend appropriate CPD training
- Suspended from Fish 2 Water coaching
- Removed from Fish 2 Water coaching