

Codes of Conduct – Season 2021 - 2022

Overview

The codes of conduct set out fundamental behaviours expected from each person involved in sport and young people.

Clubs and regions should ensure all members sign up to the relevant codes of conduct annually as part of the membership renewal.

Signing a code of conduct is a mandatory requirement of membership and is a Swim Ireland rule, and failure to sign cannot be used as a challenge against ignorance of the code of conduct.

For safeguarding and well-being of young people the Trojan Codes of Conduct state expected behaviours for:

Young People – this code may be added to by young people when creating a squad/club specific code or contract.

Parents – this code includes expectations of parents and encourages their involvement in regions and clubs.

Coaches/Teachers – this is behaviour expected from a coach or teacher, including Swim Ireland's Associate members.

Leaders – this covers all roles not otherwise specified including Children's Officers, Team Managers, Officials, etc.

Each of these codes of conduct are available separately.

These codes of conduct do not replace, but act in addition to, other specific codes or expectations of behaviour for Swim Ireland roles and activities including, but not limited to:

- National and regional board
- National, regional and club committee National, regional and club coach and teacher Performance Centre staff and athlete
- Official
- Team manager

Course attendees

Individuals attending a specific educational or training course are expected to abide by the relevant code of conduct during a Swim Ireland course (plus adhere to course stipulations/contracts).

If, on completion of a Swim Ireland course, the individual becomes or is an existing Swim Ireland member the course attendee is bound by the relevant code of conduct for their role as a member of Swim Ireland.

If, on completion of a Swim Ireland course, an individual does not have any further involvement with Swim Ireland, they are not considered a Swim Ireland member. The individual's details and record of qualifications remain on the Swim Ireland database system according to our Data Retention policy.

The Code for Coaches/Teachers – Season 2021 - 2022

As a coach/teacher in sport you have an opportunity to make a positive impact on the lives of young people. You, and any other person working with you should abide by the Codes of Conduct.

You should:

- Be eligible to work in a regulated activity or position
- Understand and ensure the welfare and well-being of young people is paramount
- Be qualified for your role and keep up-to date with knowledge and skills appropriate to your position
- Abide by the club, region and Swim Ireland safeguarding policies and rules
- Ensure your Swim Ireland license, safeguarding and vetting are always in date.
- Keep up to date with the most current practices and thinking in relation to swimming and aquatics and maintain a minimum of 6 SI CPD points in a 12 month period. This is an obligation of your licence to practice as a Swim Ireland coach.
- Comply with all additional Swim Ireland policies and protocols as introduced for clubs and regions

Ensure a safe and fun environment for young people you are responsible for by:

- Planning and preparing for sessions; explaining to young people what is planned for each session
- Understanding a young person's developmental needs and being aware of how a young person may be physically and psychologically affected
- Having consent and accessible emergency contact details for each young person
- Ensuring your sessions are adequately supervised and you work in an open environment
- Keeping an attendance register
- Being positive in your interactions with young people
- Prioritise young people's skill development and enjoyment
- Setting age appropriate and realistic goals
- Treating each young person equally and fairly; challenging bullying behavior
- Praising and encouraging effort
- Engaging positively with parents/carers letting them know how they can help and what you expect from parents

Coaches/teachers must:

- Not expose a young person to criticism, hostility or sarcasm
- Not swear at, make fun of, shout unnecessarily or argue with a young person
- Be aware of a young person's sensitivity to body image
- Never use physical punishment or force
- Correct mistakes without using any form of punishment, exclusion or humiliation
- Never use banned substances or alcohol whilst responsible for or in the company of athletes
- Not engage in behaviour that is inappropriate e.g. bullying behaviour, rough physical games, sexually provocative games, never allow or engage in inappropriate physical contact of any kind or make sexually suggestive comments about or to a young person
- Ensure to maintain a healthy, positive and professional relationship with all athletes. A coach/teacher in a position of authority and trust must not engage in sexual relationships with 16 or 17 year old athletes where an unequal power relationship exists.

As a coach/teacher your responsibilities are to:

- Act as a role model for young people by promoting a healthy lifestyle and encouraging a positive approach to sport
- Maintain the highest standards of personal conduct and respectful behaviour in any activity related to the club, region or Swim Ireland
- Co-operate with the recommendations from medical and ancillary practitioners concerning the health and well-being of a young person. As a coach/teacher you should ensure any young person is medically fit to participate in the activity; you may request a certificate of medical fitness to ensure safe or continued participation
- Act only within your qualifications and competence; you should not carry out medical testing, therapy or provide advice if you are not qualified to do so; any such activity must only be with the assent of the young person and the consent of a parent/carer
- Keep any personal or medical information relating to a young person strictly confidential unless required to pass this on in the best interests of the young person
- Never apply undue influence or pressure on a young person for your own personal benefit or reward

By signing below, you are committing to and agreeing with the above. Any breach in this code of conduct will be dealt with appropriately and in accordance with the Swim Ireland complaints and disciplinary process.

Print Name

Signed

Date