



## **CODE OF CONDUCT: COACHING TEAM**

### **Introduction**

Coaching young people is a massive responsibility. The Coach has the opportunity to significantly influence the development of the individual swimmer, in many cases at an early age.

To successfully undertake this role it is vital to maintain standards of:

- integrity
- confidentiality
- personal behaviour
- competence

All Tigersharks Coaches will not only sign up to the following Code of Ethics and Conduct, but they will champion their application for the benefit of our swimmers.

This code provides a framework to establish a 'professional' Coaching Team. It does not replace but is supplementary to the ASA Code of Ethics for Swimmer Teaches/Coaches.

### **Integrity**

- Coaches will refrain from public criticism – direct or indirect of other Coaches.
- Coaches will be open and honest with each other, parents/guardians and swimmers.
- Once decisions are taken, either collectively by the Coaching Team or by the Club Coach, all Coaches will positively implement decisions as one Team.
- Coaches will only discuss one of their swimmers (performance, attitude, training etc) with that swimmer or his/her parent/guardian and other Coaches.
- Coaches will support and work in partnership with the parent/guardian for the well-being and progress of the swimmer.
- Coaches will not discuss a swimmer who is not a member of their squad with anyone other than the Club Coach or the swimmer's existing Coach.
- Any differences of opinion will be dealt with on a personal basis, in confidence and in private away from the poolside.
- Any serious unresolved disputes, disagreements and/or grievances with other Coaches, swimmers, parents/guardians or officials will be referred to either the Club Coach or Chairman. The initial report can be verbal but it must be followed up in writing.
- Coaches will treat opponents and officials with respect, both in victory and defeat, and will encourage their swimmers to act in a similar way.
- Coaches must not encourage swimmers to violate the rules of our sport. Furthermore, Coaches should encourage swimmers to obey the spirit of the laws.

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**Confidentiality**

- Coaches will gather a great deal of personal information about swimmers in the course of their coaching relationship. Coaches and swimmers must jointly understand what is confidential and not divulge such information to a third party without prior agreement.
- Coaches must retain confidential sensitive information, which they are made aware of in their role as a Coach. (For example swimmer reviews and squad moves discussed at Coaches Team Meeting.)
- Discussions with swimmers, parents/guardians and other Coaches will be held away from poolside and, when appropriate, in confidence,

**Personal Behaviour**

- Coaches will never smoke when coaching.
- Coaches should not drink alcohol so soon before coaching (including poolside at competitions) such that the smell would still be on their breath when working with swimmers.
- Personal appearance is a matter of individual taste. However, Coaches have a responsibility to project an image of health, cleanliness and efficiency.

**Competence**

- Coaches have a responsibility to regularly seek ways of increasing their knowledge and experience for the benefit of the swimmer.

**Coaches will put the safety and well being of the swimmer above all else at all times.**

I understand and agree to the Conduct set out:

Name .....

Signature.....

Date.....