



## THANET LIFEGUARD CLUB

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### Code of Conduct for Instructors / Trainers / Assessor

Thanet Lifeguards Instructors, Trainers and Assessors have a responsibility to support and promote good practice and acceptable standards of behaviour to everyone including its volunteers, club members, parents / guardians and spectators in conjunction with the Clubs and RLSS UK Safeguarding Policies and all other Clubs Standards, Policies and procedures.

#### As an Instructors, Trainers and Assessors at Thanet Lifeguard Club, you have the right to:

- Feel welcomed, valued, and listened to.
- Be respected and treated fairly by the club.
- To be treated with dignity and respect.
- Be involved and contribute towards decisions within the club.
- Enjoy the time you spend with us and be supported in your role.
- To be kept safe.

#### As an Instructors, Trainers and Assessors at Thanet Lifeguard Club, we expect you to:

- Adhere to and implement the Clubs and RLSS UK safeguarding procedures\*.
- Adhere to the Clubs Equality and Diversity Policy\*.
- Adhere to the Clubs regulations, Code of Ethics, Club Constitution, and rules\*.
- Adhere to any conditions stipulated by the Clubs Governing or accredited bodies.
- Adhere to any conditions stipulated under the pool hire agreement.
- Refer all children, young people or adults at risk, safeguarding concerns to the Welfare Officer.
- Ensure all complaints are referred under the internal club complaints process.
- Champion everyone's right to take part and celebrate difference in our club or activity by not discriminating against anyone else on the grounds of gender, race, sexual orientation, faith, or ability.
- Respect your position of trust and maintain appropriate boundaries and relationships with children.
- Consider your behaviour and do not engage in any behaviour that constitutes any form of abuse.
- Not use your position to obtain personal benefit, reward or to pursue an inappropriate or sexual relationship with a child, young people or adults at risk.
- Respect children's, young people or adults at risk trust and rights whilst being honest and open with them.
- Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst children, young people or adults at risk and seek advice from the Welfare Officer where necessary.
- Lead by example by promoting positive behaviour and good sportsmanship.
- Encourage all members to behave in a positive manner and follow the rules of the club.
- Encouraging independence through guiding participants to accept responsibility for their own behaviour and performance within training and competition.
- Complete the required safeguarding training every three years.
- Ensure you have a current Disclosure and Barring Service (DBS) certificate which needs to be renewed every three years if applicable to your role.
- Use positive and constructive methods when teaching ensuring the training programmes are appropriate for the age, ability and experience of the child.
- Always put the wellbeing, health and safety of the child, young people or adults at risk and yourself before all other considerations including the development of performance
- Keep children, young people or adults at risk safe in your sessions with appropriate staffing ratios, using safe methods of instruction and techniques and by putting their safety first.
- Ensure any equipment used is fit for purpose, safe to use and accessible.
- Follow the club procedures should children, young people or adults at risk have an accident or suffer an injury.



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- Develop positive relationships with parents/guardians and where possible provide them with regular information and updates regarding their child's, children, young people, or adults at risk development in swimming.
- Listen to any concerns the parent/guardian or child, young people or adults at risk may have and seek advice (where appropriate) to resolve any concerns.
- Treat all personal information about children or their families on a confidential "need-to know" basis unless information sharing with others is required to protect and safeguard a child from harm.
- Never encourage or condone members of the club to breach the rules.
- Ensure that they do not compromise any participant by encouraging methods which could constitute unfair advantage or put at risk the safety or wellbeing of the participants.
- Promote the prevention and educate participants on the misuse of performance enhancing drugs and illegal substances, always abiding by the World Anti-Doping Agency Anti-Doping Code.
- Have a good personal appearance when attending events projecting an image of health, cleanliness and functional efficiency.
- Not smoking or drinking alcohol whilst delivering training or an activity or whilst they have a responsibility to care for children, young people and adults at risk.
- Have a responsibility to themselves and their candidates to maintain their effectiveness in their work and delivery of services
- Have the confidence to recognise and accept when to refer or recommend candidates to other organisations, colleagues or training providers and clubs.
- Should plan and prepare for sessions and deliver an appropriate and progressive programme.
- Make our club a happy, friendly, and welcoming place for all members.
- The safety, well-being and protection of all individuals in their charge, ensuring that all training and competing demands are not detrimental to the social, emotional, intellectual and physical needs of the individual.
- Ensuring their behaviour is not misinterpreted or open to allegations of favouritism, misconduct or impropriety, particularly where physical contact with the participant is necessary within appropriate contexts.
- Ensure that they do not compromise any participant by encouraging methods which could constitute unfair advantage or put at risk the safety or wellbeing of the participants.
- Ensure all practices are suitable and relevant dependent on age, maturity and ability for all participants.
- Declare to the appropriate body, any criminal convictions and submit to safeguarding checks and criminal record checks as required.
- Follow fair play and ethical guidelines.

Note: Breaches of the Code of Conduct may result in disciplinary action being taken against you by the Clubs Executive Committee under the judicial regulations. Continued issues and repeated breaches may result in your dismissal from the club.

\* - The Club will provide copies of policies / documentation

All Coaches or Teacher are required to sign up to the code of conduct