



Thame Swimming Club Code of Conduct for committee members, officials and volunteers

As a volunteer at the club, we understand you have the right to:

- Be supported in your role and respected and treated fairly by the club.
- Know who the Welfare Officer(s) is/are and how to contact them.
- Be informed of Wavepower and appropriate reporting procedures.
- Be informed of the club complaints process and who to contact at the club.
- Be aware of the club rules and procedures.
- Be involved and contribute towards decisions within the club.
- Feel welcomed, valued and listened to.

As a volunteer of the club we expect certain standards of behaviour from our members. By becoming a member of the club and therefore agreeing to this Code of Conduct you agree to:

Rules and Regulations	Volunteering and Behaviour	You the person
Adhere to and implement Wavepower.	Refer all safeguarding and welfare concerns to the Welfare Officer.	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, ability, or any other relevant characteristic.
Adhere to the Swim England Equality and Diversity Policy.	Respect children’s trust and rights whilst being honest and open with them.	Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst children. Seek advice from the Welfare Officer where necessary.
Rules and Regulations	Volunteering and Behaviour	You the person



Adhere to the Swim England regulations, Code of Ethics, Club Constitution and rules.	Treat all personal information about members 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.	Keep any qualifications and CPD up to date relevant to your role.
Adhere to any conditions stipulated under the pool hire agreement.	Encourage children to behave in a positive manner and follow the rules of the club and sport.	Complete Swim England safeguarding training every three years as applicable to your role.
Keep children safe in sessions and at competitions with appropriate staffing ratios.	Adhere to your role responsibilities allowing others to adhere to theirs.	Ensure you have a current Disclosure and Barring Service (DBS) check (renewable every three years) as applicable to your role.
Ensure any equipment used is fit for purpose, safe to use and accessible.	Promote a positive and welcoming environment and culture within the club.	
Follow the club procedures should a child have an accident or suffer an injury.	Always put the wellbeing, health and safety of the child before all other considerations including the development of performance.	
Ensure any complaints raised to you are appropriately referred under the Swim England Club Complaints process.		



Support the club as required in completing and maintaining minimum affiliation standards.		
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Committee members must declare any personal or financial conflicts of interest and record these in the conflict of interest register and update this when requested. These include familial and other close personal relationships or significant interpersonal difficulties with another committee member which mean you would not be objective in matters concerning that person. Financial and business interests could relate to swimming, the facilities we use, businesses whose services we engage, or employment with linked organisations and similar matters. If you are unsure whether something could be a conflict of interest, you must ask the Chair for advice.

Committee members should make the Chair aware, or in the case of volunteers and officials they should make the Committee's volunteer coordinator aware immediately if the following arise:

- If allegations of a potentially criminal nature are made against you which are under investigation, or you are convicted of an offence other than speeding fines;
- If you are subject to disciplinary sanctions in another workplace or voluntary role in relation to your conduct.
- If you are involved in any other situations which could bring the club or sport into disrepute or give rise to concern that you are not a suitable person to work with children or vulnerable adults.

The Club may request that you take a break from your volunteering role in Club activities until such matters have been fully explored or resolved.

Breaches of the Code of Conduct will result in disciplinary action being taken against you by the club committee under the judicial regulations. Continued issues and repeated breaches may result in your dismissal from the club. Any criminal offence will be reported to Police and any other relevant authority, by the club.



Signed

Printed name

Position

Date