



THE CODE FOR LEADERS AND COACHES/TEACHERS/MANAGERS

You must follow the points stated in the code of conduct as described below:

Be familiar with and follow the required procedures in the Code of Ethics, this document, Swim Ireland rules and Regional and Club rules

Carry out your duties and responsibilities understanding that the welfare of children is paramount

Where relevant you should be qualified for your position and have obtained up-to-date knowledge and skills as required by Swim Ireland

Create a safe and enjoyable environment for children by:

- Planning and preparing appropriately and be positive during sessions
- Making sure all levels of participation should be enjoyable and fun,
- Prioritising skill development and personal satisfaction over highly structured competition.
- Setting age appropriate and realistic goals
- Avoiding favouritism – each child will need attention according to their sporting needs
- Praising and encouraging effort as well as results
- Showing respect for all involved, children and adults

Recognise and ensure the welfare of children by:

- Keeping attendance records
- Not exposing a child to criticism, hostility or sarcasm
- Never swearing at, ridiculing, shouting unnecessarily or arguing with a child
- Being aware of a child's developmental needs and how a child may be psychologically or physically affected (if relevant for your role)
- Working in an open environment
- Ensuring there is adequate supervision
- Involving and updating parents, especially if a problem has arisen
- Respecting a child's sensitivity to their height and weight
- Never using physical punishment or force
- Not using verbal or physical punishments or exclusion for mistakes

Do not allow or engage in 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 child

Co-operate with the recommendations from medical and ancillary practitioners in the management of a child's medical or related problems. You may request a certificate of medical fitness to ensure safe continued participation

Avoid carrying out any medical testing or giving advice of a personal or medical nature if not qualified to do so or undertake any form of therapy (hypnosis etc.) in the training of children. Any such activity, if qualified, must only be with parent/guardian consent and the understanding of the child

Keep any information in relation to a swimmer of a personal or medical nature strictly confidential unless the welfare of the child requires the passing on of this information.

Never exert undue influence over a participant in order to obtain personal benefit or reward. Acknowledge the use of drugs, alcohol and tobacco is incompatible with a healthy approach to sporting activity and must be discouraged. Avoid the use of alcohol at all times whilst responsible for young people e.g. training sessions, events and on trips with young people.

Committees should follow the points as below:

Chairperson: Ian Hutcheson

Secretary: William Irwin

Treasurer: Joan Hynes