

TEACHER CODE OF CONDUCT

A responsible swimming teacher helps individuals to improve their swimming skills. This is achieved by:

1. Identifying and meeting the needs of participants.
2. Improving swimming skills through delivery of fun, progressive lessons.
3. Creating an environment in which individuals are motivated to maintain participation and improve their skills.

Swimming teachers should comply with the principles of good ethical practice listed below.

A teacher should at all times:

1. Hold relevant, up to date and recognised qualifications, safeguarding training, insurance and a valid PVG if applicable to their role.
2. Consider the wellbeing and safety of the participants at all times.
3. Develop an appropriate working relationship with participants.
4. Make sure all activities are appropriate to the age, ability and experience of those taking part.
5. Recognise the developmental needs and capacity of each participant.
6. Encourage and guide participants to accept responsibility for their own behaviour by giving enthusiastic and constructive feedback.
7. Consistently display high standards of behaviour and appearance and be an excellent role model.
8. Never engage in or tolerate any form of bullying.
9. Teachers must not exert undue influence to obtain personal benefit or reward. In particular, teachers must not use their position to establish or pursue a sexual or improper relationship with a participant.
10. Follow the advice of a physician or other qualified medical professionals when a participant is injured.
11. Teachers should not allow allegations to go unchallenged, unrecorded or fail to act upon them
12. Make a personal commitment to keep yourself informed of sound teaching principles and the principles of growth and development of children.
13. Ensure that the equipment and facilities meet safety standards and are suitable for training.
14. Abide by Scottish Swimming Acceptable use of mobile phone policy and Social Media Guidelines or the employers as appropriate.

Emergency action and first aid

All teachers should be prepared with an action plan in the event of an emergency and be aware of First Aid procedures. This will include:

1. Access to First Aid equipment
2. Telephone contact if the participant is a minor
3. Telephone contact to the Emergency Services

Teachers have the right to:

1. Access ongoing training and information on all aspects of their role, including safeguarding, wellbeing & protection.
2. Support in reporting suspected abuse or poor practice.
3. Access to professional support services.
4. Fair and equitable treatment by Scottish Swimming/employer.
5. Be protected from abuse by participants, and parents/carers.
6. Not to be left vulnerable while carrying out their role

Breaches of the Coach Code of Conduct will be dealt with in accordance with the Heart of Midlothian ASC disciplinary procedures.

I understand that if I do not follow the Coaches Code of Conduct, Heart of Midlothian ASC may take any/ all of the following actions:

1. Be required to apologise formally
2. Receive a warning; verbal or written
3. Required to meet with the Head Coach/Wellbeing & Protection Officer or designated staff members
4. Required to attend an education course
5. Suspended in accordance with Heart of Midlothian ASC procedures
6. Required to leave or be removed from post

I have read and understood the above Code of Conduct and I agree to be bound by it:

Name (print) Signed

Role Date