



TRING SWIMMING CLUB

Child Protection Policy

Safeguarding and Protecting Children in Sport

Tring Swimming Club complies with the ASA Child Protection Policy and Procedures. National Standards have been developed by the NSPCC that aim to promote best practice so that a safe environment for children and young people is achieved.

The principles behind these Standards are:

- Children and young people have a right to enjoy sport, free from all forms of abuse and exploitation.
- All children and young people have equal rights to protection from harm.
- Everybody has a responsibility to support the care and protection of children.
- Sporting organisations have a duty of care to children and young people who take part in sport.

To this end Tring Swimming Club acknowledge their Duty of Care towards all our members and are committed to practice which protects children from harm.

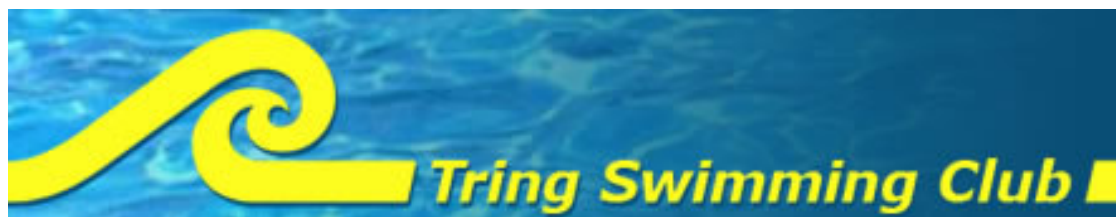
All staff and volunteers have been checked via the Criminals Record Bureau
Staff and volunteers in this organisation are required to accept and recognise their responsibility to develop awareness of the issues that cause children harm.

We prioritise the sharing of information about child protection and good practice with children, parents, staff and volunteers.

We acknowledge our responsibility towards sharing information about concerns with agencies who need to know, and involving parents and children appropriately. Any incidents/complaints will be recorded in line with ASA policy. This will be undertaken in accordance with the ASA guidance on confidentiality and information sharing.

Should any swimmer or parent/ carer or any other person wish to raise any issue related to child welfare please contact the Club's Welfare Officer.

Contacts available are: ASA swim line- 0808 100 4001
NSPCC Help line- 008 800 5000



Swimming Squads Code of Conduct

PURPOSE

The Swimming club exists for the benefit of the swimmers, to develop their skill in and to instil a code of behaviour that will carry them forward with credit.

To create the atmosphere and example necessary to achieve this objective the following code of conduct will be adopted.

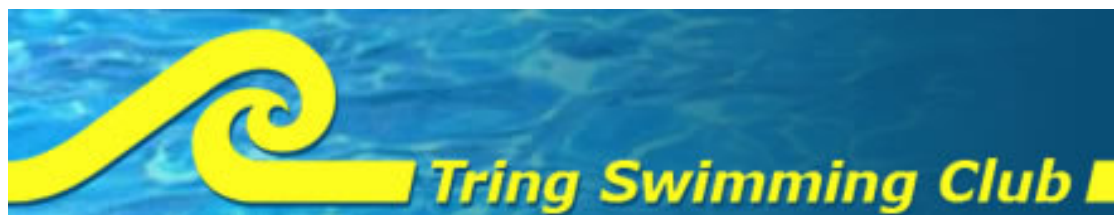
At training sessions it is expected that swimmer will:

- To attend at least 75% of their sessions
- Arrive in good time for the beginning of the session with all necessary equipment in good order
- Put every effort into the training sessions and avoid short cutting or missing sections by toilet excuses etc.
- Always consult their coach if they're late, wish to leave early, feel unwell etc.
- Pay attention to the coach when he/she is talking to them
- Keep up with the activities of the Club by reading the notice board, website and consulting Coaches/officials
- Generally act in a responsible manner at all times

At all galas it is expected that swimmers will:

- Arrive at the venue in plenty of time for the warm up and immediately join their team group
- Remain at all times throughout the gala with their team group unless they have agreed with the team manager a reason to leave the poolside
- Not leave the poolside after their last swim until their team manager has agreed for them to go. In a trophy gala they must remain to acknowledge the winning team
- Provide encouragement and support to fellow team members.
- Keep in constant touch with the programme and prepare themselves in plenty of time for their race without relying on the team manager
- Wear a Club hat if a hat is to be worn
- Generally act in a responsible manner at all times

Note: It is expected that squad swimmers be available for league galas, unless they have asked not to be considered for these. Any difficulties must be discussed with the Coaches.



Coaches/Teachers Code of Conduct

All Staff representing the club must:

- Put the well-being, health and safety of members above all considerations including developing performance.
- Comply with the codes, rules and laws within the guidelines set out by the ASA
- Work without discrimination on the grounds of race, colour, language, religion, birth or social status as set out in the equal opportunities policy.
- Respect the basic human rights, worth and dignity of each member.
- Not encourage swimmers, volunteers, officials or parents to violate the rules of the club or the sport.
- Observe the authority and the decisions of all officials.
- Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.
- Ensure that all teaching and training and competition programmes are appropriate for the age, ability and experience of the individual swimmer.
- Treat other competitors and teams with respect, in victory and defeat.
- Be able to present evidence of qualifications on request.
- Treat all personal information about individual members as confidential except in exceptional circumstances regarding health and safety, medical requirements, disciplinary action or in accordance with ASA Child Protection procedures and guidelines.
- Display the highest standards of personal hygiene.
- Not drink alcohol or smoke either before or during teaching or coaching sessions or competitions.
- Seek ways of and be willing to increase the development of their current qualifications.



Parents Code of Conduct

Parents / Guardians

At training sessions it is expected that they will:

- Ensure that the swimmers get to training sessions in good time
- Keep in touch with the Club activities, through notice-boards, [website](#) and Club officials
- Direct any queries to Club Officials or Coaches, when not involved in training sessions
- Where queries are unresolved, request the issue be raised with the Committee
- Wherever possible, offer assistance in Club activities
- Promote a responsible and disciplined attitude

At all galas it is expected they will:

- Get swimmers to the gala venue in good time
- Remain in the spectator area, whilst in the pool hall, unless requested to assist
- Encourage swimmers' to remain with the team group



Anti-Bullying Policy

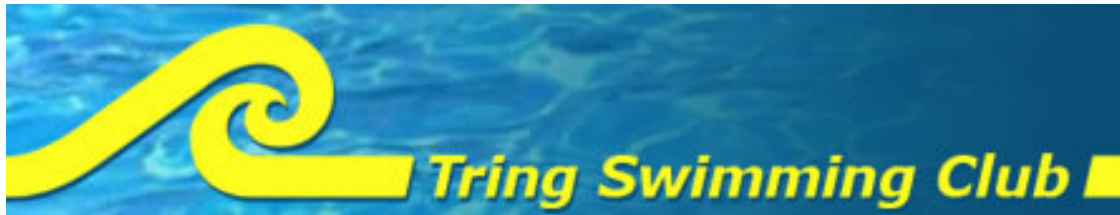
Guidelines to Support Anti-Bullying

Tring Swimming club will endeavour to follow strategies which are embodied in the ASA Code of Ethics to prevent bullying including:-

- Encouraging an ethos of mutual respect of difference throughout the Club
- Giving positive encouragement and promote the value of self and others
- Raising awareness of all to the possible cause and effect of bullying
- Making it clear that bullying will not be tolerated and is unacceptable, but that both victims and bullies will be given the necessary support
- Enabling swimmers coaches and teachers to understand that no form of bullying be it physical, verbal or emotional will be tolerated by the Club or the Association
- Enabling members to feel confident that their concerns will be listened to and taken seriously

Tackling bullying must be the responsibility of everyone in the Club, not only the Coaches and Committee Members.

Should any member have any concerns or suspicion about bullying then they should contact the Chairman or a member of the Committee in the first instance, or alternatively contact NSPCC Child Protection Helpline 0808 800 5000.



Guidelines for Handling Bad Behaviour and Disputes

Bad Behaviour

- 1) We expect good behaviour from our members at all times while partaking in club activities. The coaches have the authority to ask any swimmers not adhering to the code of conduct or behaving in an appropriate manner to leave the session. Persistent offenders may, at the committee's discretion, ultimately face a suspension or expulsion from the club.

Internal Disputes between Members

- 2) In the event of complaints being formally raised to the committee then:
 - Chairman to talk as soon as possible to both parties independently.
 - Chairman to ask for witnesses from both sides and again listen independently.
 - Chairman to talk to both parties to discuss findings and to seek a possible resolution.
 - If necessary, a verbal warning will be given, followed by a written, or depending on severity of offence expulsion from the Club. This will be done in consultation with Swimming Coach and other Committee Members.
- 3) Should the above not suffice then Guidelines for Handling Internal Club Disputes as published by the ASA will be followed. Handbook held by the Club Secretary.