



## WALSALL SWIMMING & WATER POLO CLUB

Founded 1884 - Affiliated to Staffordshire ASA and the ASA West Midland Region

### EQUITY POLICY, CODE OF CONDUCT & CODE OF ETHICS/CHILD PROTECTION

#### Objective and Scope

The purpose of this document is to establish a set of guidelines and procedures, which outline the responsibilities and behaviour of staff, swimmers, parents and administrators who are members of Walsall Swimming & Water Polo Club. Whilst parts of it are specifically aimed at “away” trips where travel (and accommodation) is required, it is expected that the principles of the Code of Conduct should be followed at all events and training sessions.

#### EQUITY POLICY

All members, when attending any event or training session, or conducting any business of the Club shall:

- **behave** without discrimination on the grounds of race, colour, language, religion, disability or social status.
- **respect** the basic human rights, worth and dignity of all individuals.
- **recognise** that children are entitled to be treated with dignity, fairness, sensitivity and respect.
- **comply** with Club codes and rules and ASA Laws within the guidelines set out by the ASA.
- **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.
- **treat** other competitors and teams with respect, in victory and defeat.

#### CODE OF CONDUCT

**Behaviour and Personal Conduct** must at all times be of a high standard and reflect favourably on the sport, and the Club. Offensive or violent behaviour is not acceptable in any circumstances. Language in public or relevant group situations must always be appropriate and socially acceptable. Complaints will be acted upon.

**Personal Appearance** shall be appropriate to the circumstances. Team kit and equipment shall be worn as directed by the Coach in charge when competing and training, when assembling or travelling, at official team functions or on other occasions as notified.

**Attendance** at all activities is expected unless agreed by the Coach/Team Manager in charge. Throughout the duration of the trip/training session swimmers should inform staff of their whereabouts. Punctuality on all occasions is essential and any curfew must be observed.

**Medical Conditions** – it is the responsibility of the parents of any swimmer who has a relevant medical condition to ensure that the coaches are aware of the details. Such information will only be shared on a “need to know” basis.

**Medication** – it is important that information of all medication being currently taken at the time of competition should be reported to the Coach in charge who will report it to the relevant personnel. Allergies to any medication must also be reported to the Coach in charge.

**Illegal and Performance Enhancing Drugs and Substances** are strictly forbidden. Swimmers are expected to be aware of the current list of banned substances and particular care must be exercised if anyone is on medication prior to or during a competition. Illegal drugs and substances, even though they may not appear on the official banned list in respect of performance enhancing drugs, are nonetheless prohibited.

**Consumption of Alcohol** is totally forbidden for athletes under age as defined by UK law. Alcohol must not be consumed by swimmers or staff members whilst en route, prior to, or following a competition event, training camp or team activities, without specific consent of the Coach/Team Manager in charge. During competition alcohol is strictly forbidden to all swimmers and staff.

**Smoking** by swimmers and staff is prohibited whilst en route, prior to, or following a competition event, training session or team activities. Smoking is prohibited in the vicinity of any training or competition pool at any time.

**Accommodation** at hotels or equivalent must be as directed by the Club staff and at no time must anyone extra be accommodated in swimmer’s rooms.

**Sanctions** – breaches of the Code of Conduct shall be dealt with in the first instance by the Coach/Team Manager in charge. He/she shall report the incident to the Officers of the Club who shall take such further action as is deemed necessary.

#### CODE OF ETHICS/CHILD PROTECTION POLICY

Walsall Swimming & Water Polo Club has adopted the ASA Code of Ethics and the ASA Child Protection Policy. Copies of these can be found in the current ASA handbook, or on the ASA website - [www.swimming.org](http://www.swimming.org)

Useful numbers:

Club Welfare Officer, Mavis Fox	– 01922 416959
ASA Swimline	– 0808 100 4001
NSPCC Child Protection Helpline	– 0808 800 5000

**Compliance with the above Policies and Codes are a condition of Club membership**      **Latest update - 2009**