



Dorset County ASA

Code of Ethics and Code of Conduct

The purpose of this document is to establish a set of principles and procedures that outline the responsibilities and behaviour required of affiliated members of Dorset County ASA and also spectators, guests and visitors (together the “participants”) at events and activities held under the jurisdiction of Dorset County ASA. The content of the Code of Ethics applies to all those involved within the sports of Swimming, Masters Swimming, Open Water, Artistic Swimming, Diving and Water Polo regardless of age. The Code of Conduct is an extension to the Code of Ethics, and both should be observed.

CODE OF ETHICS

All participants will at all times:

1. Respect the rights, dignity and worth of every person, be they adult or child, treating everyone equally within the context of the sport.
2. Respect the spirit of the sport adhering to the Rules and Laws at all times, incorporating the concept of friendship and respect for others.
3. Promote the positive aspects of the sport and never condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination, or physical violence.
4. Accept responsibility for their own behaviour and encourage and guide all Swim England members and parents of junior members to accept responsibility for their own behaviour and conduct.
5. Ensure all concerns of a Child or Adult at Risk safeguarding nature are referred in accordance with Swim England Safeguarding Policy and Procedures (thereafter referred to as “Wavepower”).
6. Conduct themselves in a manner such as to take all reasonable measures to protect their own safety and the safety of others.
7. Promote the reputation of the sport and never behave or encourage or condone others to behave in a manner that is liable to bring the sport into disrepute.
8. Adhere to Wavepower, the Swim England Child Safeguarding Policy and Procedures.
9. Adhere to the Swim England Laws and Regulations.
10. Adhere to the Swim England Anti-Doping Rules.
11. Adhere to the Swim England Equality and Diversity Policy.
12. Adhere to the Swim England Code of Ethics and Code of Conduct.

CODE OF CONDUCT

Dorset County ASA has adopted in its entirety the Swim England Code of Conduct (as shall be amended from time to time) which must be observed by all participants and are summarised as follows:

General behaviour

All participants will:

1. Treat all members of, and all persons associated with, Swim England and Dorset County ASA with due dignity and respect.
2. Treat everyone equally and never discriminate against another person associated with Swim England or Dorset County ASA on any grounds including that of age, sexual orientation, gender, faith, ethnic origin or nationality.
3. Understand that the use of inappropriate or abusive language, behaviour deemed to be bullying or harassment, and physical violence will not be tolerated and could result in action being taken through the Swim England and Dorset County ASA disciplinary or child safeguarding policies.
4. Display a high standard of behaviour at all times and lead by example, promoting positive behaviour and good sportsmanship encouraging others to behave in a positive manner.
5. Recognise and celebrate the good performance and success of fellow club and team members.

6. Never condone or encourage a breach in the rules of the sport.
7. Report safeguarding concerns or poor behaviour to an appropriate member of staff of Dorset County ASA.
8. Adhere to any conditions stipulated in the contractual agreement between Dorset County ASA and the venue.
9. Respect the privacy of others, especially in the use of changing facilities.
10. Use all forms of social media responsibly and with due consideration to others.

In addition, the following sub-sections will apply to the Code of Conduct:

Athletes

Athletes will for all events and activities:

1. Behave in a manner that shows respect to the officers and representatives of Swim England and Dorset County ASA, coaches, teammates, and the members of all participating organisations.
2. Wear appropriate swimwear, tracksuits, poolside attire and swim hats as per the rules laid down by Dorset County ASA and in accordance with Wavepower, as applicable to the event or activity.
3. Wear clothing appropriate for land training when warming up on poolside. (Athletes are not permitted to change on poolside or undertake land training on poolside in swimwear only.)
4. Be part of your team or squad, stay with that team or squad on poolside and support fellow teammates.
5. Inform and/or obtain the consent of the team manager/coach before leaving poolside or leaving before the end of an event or activity.
6. Behave in an appropriate manner in the venue where an event or activity is held and with due respect to other users and the property of that venue.
7. Behave in an appropriate and respectful manner in changing rooms and do not use changing rooms as a gathering or resting place for swimmers.
8. Deem to have accepted the approved and published conditions for an event or activity by having submitted an entry for, or having accepted an invitation to participate in, that event or activity. In the case of a minor, the parent/guardian of that minor will be deemed to have accepted the approved and published conditions.

Parents

Parents or the guardians of an athlete under 18 years of age will:

1. Complete a medical information form when requested to do so by Dorset County ASA and provide details of any relevant health conditions/concerns on the consent form.
2. Ensure your child understands the rules of the sport and encourage them to respect those rules.
3. Behave responsibly as a spectator and treat Dorset County ASA staff, officials, club team personnel, volunteers and other parents/spectators of all participating organisations with due respect, in accordance with Swim England's policies.
4. Not use inappropriate language within the organisation environment.
5. Show appreciation to support your child and all other participants.
6. Not enter poolside unless requested to do so or in an emergency. (Only duly authorised personnel with the appropriate accreditation which shall be worn and visible at all times will be allowed poolside.)
7. Ensure good child safeguarding guidelines are followed at all times.
8. Engage in video/photographic activities from the spectator area only and in accordance with Swim England Guidance on Photography as published in Wavepower and with any local regulations applied by the venue.

Coaches, teachers, team managers and chaperones

Coaches, teachers, team managers and chaperones will:

1. Put the wellbeing, health, and safety of members above all other considerations, including the development of performance.
2. Consistently display high standards of behaviour and appearance.
3. Treat all members with respect and dignity, value their worth and treat everyone equally, recognising their varying needs and abilities within the context of the sport.
4. Develop an appropriate working relationship with members based on mutual trust and respect.
5. Always identify and meet the needs of the individual member as well as the needs of the team/ squad.
6. Encourage and guide members to accept responsibility for their own behaviour and performance.
7. Never exert influence to obtain personal benefit or reward. In particular, coaches must not use their position to establish or pursue a sexual or improper relationship with an athlete, member or someone close to them.
8. Undertake DBS checks and safeguarding training as required by their role and continue to seek and maintain their own professional development in all areas in relation to coaching, teaching and team management.
9. Treat all information on individual members of a personal nature as confidential, except where to do so would allow a child or Adult at Risk to be placed at risk of harm or continue to be at risk of harm.

10. Encourage all members to obey the spirit of the rules and regulations both in and out of the pool.
11. Never encourage or condone athletes, club team personnel, officials, volunteers or parents to violate the rules of the organisation or the sport and report any violations appropriately.
12. Observe the authority and the decisions of Dorset County ASA officials and representatives and only question those decisions in the appropriate manner.
13. Treat all competitors and teams of other organisations with respect at all times, whether in victory or defeat, and encourage all members to do the same.
14. Refer all safeguarding concerns in accordance with the procedures detailed in Wavepower.

DCASA Committee members, officials, and volunteers

DCASA Committee members, officials and volunteers will:

1. At all times adhere to Swim England regulations and the Constitution and By-Laws of Dorset County ASA.
2. Adhere fully to the responsibilities of the role undertaken and job description as provided or outlined by the County Association and never use that role to gain favour for themselves or any individual member.
3. Consistently display high standards of behaviour and appearance and ensure qualifications or CPDs applicable to the role undertaken are kept up to date.
4. Treat all members with respect and dignity, value their worth and treat everyone equally, recognising their varying needs and abilities within the context of the sport.
5. Encourage and guide members to accept responsibility for their own behaviour and performance.
6. Continue to seek and maintain their own development in line with their role and undertake DBS checks and safeguarding training if appropriate to that role.
7. Treat all information on individual members of a personal nature as confidential, except where to do so would allow the child or Adult at Risk to be placed at risk of harm or continue to be at risk of harm.
8. Lead by example and encourage all members to behave in a positive manner and obey the spirit of the rules and regulations both in and out of the pool.
9. Never encourage or condone athletes, club team personnel, officials, volunteers or parents to violate the rules of the organisation or the sport and report any violations appropriately.
10. Observe the authority and the decision of Dorset County ASA officials and representatives and only question those decisions in the appropriate manner.
11. Treat all competitors and teams of other organisations with respect, whether that is in victory or defeat, and encourage all members to do the same.
12. Adhere to, and implement, child safeguarding guidelines as specified by Wavepower and refer all safeguarding concerns in accordance with the procedures detailed in Wavepower.
13. Ensure any complaints or disputes are addressed promptly and referred in accordance with the appropriate Swim England Complaints Procedure.

Spectators, guests, and visitors

Spectators, guests, and visitors will:

1. Ensure their behaviour and personal conduct is at all times of a high standard. Language in public or relevant group situations must always be appropriate and socially acceptable.
2. Only engage in video/photographic activities from the spectator area and in accordance with the Swim England Guidance on Photography as published in Wavepower.
3. Observe the authority and the decisions of Dorset County ASA staff, officials and representatives and adhere to any conditions stipulated by Dorset County ASA under the venue hire agreement.
4. Act in accordance with the Dorset County ASA Code of Ethics and Code of Conduct when attending an event or activity held under the jurisdiction of Dorset County ASA.

Affiliated Clubs, Leagues and Associations

It is the responsibility of affiliated clubs, leagues, and associations to ensure:

1. Their coaches, team managers, chaperones and marshals are responsible for their swimmers on poolside, including dress, conduct and behaviour towards other competitors, meet organisers, officials and host volunteers at all times.
2. Their members behave in an appropriate manner in the venue where an event or activity is held and with due respect to other users and the property of that venue.
3. The appropriate and respectful behaviour of their swimmers when using the changing facilities.
4. Parents and other spectators associated with their organisation who are attending events and activities held under the jurisdiction of Dorset County ASA are made aware of, and act in accordance with, the Dorset Code of Ethics and Code of Conduct.

Breach of Code of Ethics or Code of Conduct

1. A breach of the Code of Ethics or Code of Conduct associated with the delivery of any competition promoted by Dorset County ASA shall be dealt with in the first instance by the appointed Chief Referee or Water Polo Delegate in accordance with the Swim England rule 101: Protests. The Chief Referee or Water Polo delegate shall also advise on the process to be followed should the matter be a matter for complaint under rule 102, and shall report all such protests or complaints to the Promoter and the Promoter shall keep any documentary evidence for twelve months.
2. A breach of the Code of Ethics or Code of Conduct at a team event or development activity under the authority of Dorset County ASA shall be dealt with in the first instance by the Lead Coach or Team Manager as appropriate. The incident will be reported to the County Association Management Board which shall take such further action as is deemed necessary.
2. Behaviour by any parent, spectator, athlete, coach or club official deemed to be inappropriate, disrespectful, abusive and/or aggressive will result in that individual being required to leave the area hired by Dorset County ASA and being excluded from all future Dorset County ASA events and activities.
3. The Promoter or Promoter's Representative reserves the right to refuse admission to any parent, spectator, athlete, coach or club official from an event or activity under the jurisdiction of Dorset County ASA.
4. A breach of the Code of Ethics or Code of Conduct may result in disciplinary action being taken under the Swim England Judicial Regulations.

Appendix 1:

Dorset Team/Squad events and activities

- i. All participants are required to observe the authority and the decisions of Dorset County ASA officials or representatives and appointed team staff.
- ii. All athletes, coaches and team managers are required to travel together by the transport provided for that event, where applicable.
- iii. Attendance at all activities is required unless agreed by the Lead Coach/Team Manager and throughout the duration of a trip/activity athletes must inform team staff of their whereabouts.
- iv. Punctuality on all occasions is essential and any curfew must be observed.
- v. Personal appearance shall be appropriate to the circumstances and as indicated by the Team Manager. Team kit and equipment shall be worn as directed by the Team Manager when competing and training, when assembling or travelling, and at official team functions or on other occasions as notified.
- vi. All participants are required to behave in an appropriate manner in the venue where an event or activity is held and with due respect to other users and the property of that venue.
- vii. Accommodation at hotels or equivalent venues will be as directed by the Team Manager and at no times must additional occupants be accommodated in an athlete's room.
- viii. Prior to an event or activity, Dorset County ASA must be advised of all medication being currently taken by an athlete or allergies to any medication, and parental consent provided for Dorset County ASA to undertake duty of care as necessary in loco parentis.
- ix. Consumption of alcohol is strictly forbidden for athletes who are underage as defined by UK law and must not be consumed by athletes, coaches, team staff or officials while travelling to/from or during a competition event, training camp or team activities.
- x. Smoking is prohibited by athletes, coaches and team staff while travelling to/from or during a competition event, training camp or team activities.
- xi. Athletes, coaches, and team staff should be aware of the current list of banned substances and care exercised if an athlete requires medication prior to or during a competition. Illegal and performance enhancing drugs or substances are strictly forbidden.