

Rhondda Swimming club – Code of Conduct

Responsibility of the Swimmers

Behaviour and personal conduct must be of a high standard at all times and reflect positively on Rhondda Swimming Club and the sport as a whole.

Language and behaviours in any public domain must always be appropriate and socially acceptable and any breaches of this will be considered under relevant Club and Swim Wales disciplinary policy.

All swimmers are expected to adhere to the training requirements of their relevant squad.

Treat swimmers, coaches and volunteers with dignity and respect at all times.

Swimmers should always aim to maintain optimum levels of attendance and meet at the very least the minimum agreed sessions for each stage or squad.

Swimmers should always engage positively in each session and provide maximum effort throughout each session.

Note: Swimmers not fulfilling attendance requirements, or not positively engaging in attended sessions will have their squad/stage place reviewed by the head coach, who will engage with swimmer and parent/guardian to agree a plan to seek improvement.

Should any swimmer observe or become aware of any behaviours that may breach this code they must bring it to the attention of the coaches or club officials, who will support the concerns.

Note: RSC does not tolerate any form of threatening or abusive behaviour by swimmers (or parents) and any such matter will be supported in line with the Anti Bullying Policy set out by Swim Wales and Kidscape. Club welfare officers can be contacted regarding any concerns of behaviours that impact on the wellbeing of our swimmers see a copy of the policy contact the clubs Welfare Officers (David Harris, Rachel Gibbins) or view this on the Swim Wales website <https://www.swimwales.org/keydocuments>)

Swimmers are also expected to adhere to a code of lane practice as follows:

- Allow a sufficient gap when leaving the wall at the start of a swim.
- Give way to a swimmer who needs to overtake.
- Swimmer's lane position may be determined by the stroke being swum and it may be necessary to take it in turns at the front of the lane.
- Swimmers must pay attention when coaches are providing instruction. Disruptive behaviours can impact on the session and is disrespectful to the coaches, volunteers and fellow swimmers.
- Team kit and equipment shall be worn as directed by the Head Coach when competing and training, when assembling or travelling, at official team functions or on other occasions as notified.

Responsibility of the Parents / Guardians

Swimmers are to be dropped off and collected in a timely manner, ensuring swimmers are ready to swim at the start of the session and are not unattended at the end of each session. Parent and guardians are reminded that RSC cannot be held responsible for swimmers dropped off early or picked up late.

Should any parent/guardian be delayed in collecting their child they must contact a club official so measure can be put in place to supervise their child on poolside until they are able to be collected. Parents are not permitted on poolside unless requested by the coaching staff.

- Parents are requested to not shout out to or distract their children during training sessions. Please allow the coaches to engage and support your children and if the coaches feel your assistance would be helpful, they will ask you to come to poolside.

- Parents are encouraged to ask questions of coaches and officials but anyone wishing to speak to coaches should do so at the end of sessions and not during. If possible plan in advance.

- Please treat all involved with club activities with dignity and respect.

Should any parent or guardian observe or become aware of behaviour or conduct that may breach this code, they must bring it to the attention of the coaches or club officials.

Responsibility of Coaches and Club officials

- The Head Coach is responsible for the selection of swimmers of each squad and structuring each training session to develop all swimmers to meet the performance requirements of their relevant stages.

- Coaches will set clear expectations and requirements for each swimmer, stage and squad in line with the swimmers performance review and communicate clearly to swimmers, parents and guardians

Coaches and club officials are responsible for the development and well-being of all swimmers in the club. Any behaviour that impacts on the effective running of a session and/or breaches this Code of Conduct will be supported by the Head Coach or Team Manager in the first instance. They in turn may also need to inform relevant member of the management committee eg. Any welfare issues will need to be discussed and reviewed by the club Welfare officers.

In addition all swimmers, parents, guardians, coaches and officials are expected to:

- Comply with the codes, rules and guidelines set out by Swim Wales (<https://www.swimwales.org/key-documents>)

Treat all involved with club activities or events with dignity and respect at all times.

Swimmers performance review policy:

An essential element of the development of our swimmers is their progression through Rhondda Swimming Club class and squad structure. This has been carefully designed to group swimmers into age, trainability and competition-ability appropriate classes and squads.

Progression enables swimmers to develop their skills and stamina in an appropriate squad environment. For a range of reasons, swimmers develop at different rates, and it is important that progression through the squad structure is determined by the requirements for the long term development and wellbeing of the individual.

How do coaches make decisions about squad progression?

- Commitment to training as evidenced by regular attendance at the required minimum number of sessions;
- Swimmers' work ethic in sessions as displayed over time and their ability to manage the physical demands of a squad;
- Technical ability, and especially evidence of progressive improvement in technical performance and skill development;
- Meeting qualifying time criteria – this is not always the primary measure for class and squad progression and other individual factors play into coaches decisions
- The trainability of a swimmer – a crucial aspect of not only the development of an individual swimmer but also of an effective squad is evidence that a swimmer responds positively to coaching.
- All swimmers are encouraged to compete at the appropriate level for their age and development. The Head Coach will confirm in advance competitions swimmers are required to compete in and which races they will do

Our primary goal at Rhondda Swimming Club is to support our swimmers to achieve their full potential, whatever their age and be the best that they can be. Developing swimmers through our class and squad system and swimmers giving maximum effort with support from parents and guardians is how we best achieve this.