



# **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:

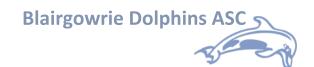
- 1. Hold relevant, up to date and recognised qualifications, safeguarding training, insurance and a valid PVG if applicable to their role.
- 2. Consider the wellbeing and safety of the participants at all times.
- 3. Develop an appropriate working relationship with participants.
- 4. Make sure all activities 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 athletes.
- 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. Emergency Telephone contact of the participants.
- 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 *Blairgowrie Dolphins ASC* disciplinary procedures.

I understand that if I do not follow the Teachers Code of Conduct, *Blairgowrie Dolphins 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 the club's procedures.

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

6. Required to leave or be removed from post.

Name (print):	 Signed:	
Role:	Date:	