



Registered Charity No. SCO46868

VOLUNTEERS' CODE OF CONDUCT

The efficient operation of the club relies heavily on the work done by adult volunteers. The work involved is very diverse and, apart from the obvious roles of swimming coaches and instructors, includes dealing with all aspects of Club membership, handling the club's finances, organising transport for club galas, booking pools for training purposes and galas, organising social and fundraising events, interacting with Scottish Swimming etc.

The fact that the club membership is mainly children in the age group 5 to 17 years makes it essential that volunteers in the club recognise and accept the following principles.

All volunteers must make themselves aware of and abide by the Clubs' Wellbeing and Protection Policies, and comply with the principles of good practice listed below: -

Volunteers must: -

- 1) Respect the rights, dignity and worth of every person and treat everyone equally.
- 2) Place the wellbeing and safety of the athletes above all else.
- 3) Must develop an appropriate working relationship with the athletes, based on mutual trust and respect.
- 4) Must not exert undue influence to obtain personal benefit or reward.
- 5) Must not use their position to establish or pursue an improper relationship with an athlete or someone close to them.
- 6) Must ensure that at no time are they are in the situation where they are on their own with only one or two athletes whilst in the swimming pool/changing room areas.
- 7) Should co-operate fully with other specialists (e.g. other coaches, sport officials, etc in the best interests of the swimmers)
- 8) Should always promote the positive aspects of their sport (e.g. fair play) and never condone rule violations or the use of prohibited substances.
- 9) Consistently display high standards of behaviour.
- 10) If informed by an athlete of an abusive incident to him or herself or to another swimmer, they must immediately communicate the information to the club's wellbeing and protection officer.

Any breach of the Volunteer Code of Conduct will be dealt with in accordance with the Clubs' Disciplinary Procedure.

I agree to abide by the above principles.

Volunteer Position: _____

Print Name: - _____

Signed: - _____

Date: - _____