

## Rackley Swimming

### Squad & Coaching Program Code of Conduct

**Introduction:** This Code of Conduct aims to promote a positive, safe, and inclusive environment for all participants within our swimming squad and coaching program. We are committed to the values of Respect, Integrity, and Encouragement, and we all share the responsibility to uphold these principles in accordance with Australian Swimming guidelines.

#### 1. Expected Behaviours

All members—swimmers, parents, coaches, and officials—are expected to:

- **Adhere to the Spirit of Swimming:** Operate within the rules and ethos of the sport as outlined by Australian Swimming.
- **Respect:** Always respect fellow swimmers, coaches, facilities, staff, and all equipment. Show consideration when others are speaking and actively listen to staff and coaches.
- **Attendance and Punctuality:** Attendance at all scheduled activities is expected unless prior arrangements have been made with your coach. Punctuality is essential in ensuring the smooth running of the program.
- **Appropriate Attire:** Swimmers are expected to dress sensibly and appropriately for training and competition.

#### 2. Communication

At Rackley Swimming, communication is vital for fostering a positive relationship between swimmers, coaches, and parents. Our communication methods include:

- **Information Sessions:** Conducted periodically by coaches to keep parents and swimmers informed about the upcoming season, team objectives, and any changes.
- **Online Communication:** Important updates about the squad and meets will be sent via email and/or through coaching-managed communication platforms.
- **Direct Communication:** Coaches will regularly discuss performance, technique, and goals with swimmers. Concerns or issues should be communicated respectfully.
- **Pool Deck Protocols:** Parents are kindly requested not to approach coaches during training sessions to ensure program quality and coach focus.

#### 3. Responsibilities

##### Parents:

- Support your child's participation, fostering a positive attitude towards their swimming journey.
- Encourage open communication with coaches and respect their decisions.
- Promote good sportsmanship and celebrate both successes and challenges.

##### Swimmers:

- Attend practices and competitions prepared and on time.
- Treat all participants with respect, demonstrating sportsmanship at all times.
- Accept feedback gracefully and work collaboratively with coaches.

**Coaches:**

- Foster a safe and inclusive training environment that prioritises personal growth.
- Provide constructive feedback to help improve swimmer skills.
- Model positive behaviours and maintain professional boundaries with swimmers and parents.

## **4. Child Safeguarding**

At Rackley Swimming, we are committed to creating and maintaining a safe environment for all children and young people involved in our program. In line with the Child Safeguarding Australia Policy, we uphold the following principles:

- **Child-Centred Approach:** The safety and well-being of children are our foremost priority. We listen to and involve children in matters that affect them, giving them a voice in their experiences within our program.
- **Safe Environment:** We strive to provide a safe and supportive environment free from abuse, neglect, and exploitation. Coaches and staff are trained to be vigilant and to respond appropriately to any concerns.
- **Respect and Dignity:** All children deserve respect and should be treated with kindness and dignity. We encourage positive interactions that reinforce their self-esteem and promote healthy relationships.
- **Clear Codes of Conduct:** We expect all members, including parents, coaches, and swimmers, to adhere to the Code of Conduct, ensuring that everyone understands their responsibilities in safeguarding children.
- **Reporting and Responding:** We have clear procedures for reporting any concerns about a child's safety or well-being. All reports will be treated seriously and investigated thoroughly, ensuring confidentiality and protection for all involved.

We believe that by prioritising child safeguarding, we can create a nurturing environment that allows every swimmer to thrive in their sport and personal development.

## **5. Prohibited Conduct**

All members must refrain from engaging in the following behaviours:

- **Discrimination and Harassment:** Any form of bullying, harassment, or discrimination based on race, gender, religion, or other criteria is strictly prohibited and will not be tolerated.
- **Substance Abuse:** The use, possession, or trafficking of illegal drugs, as well as being under the influence of such substances at team events, is strictly prohibited.
- **Disrespect of Authority:** Failure to respect the authority of coaches and officials and expressing dissent towards their decisions during competitions will not be tolerated.
- **Inappropriate Behaviours:** Disruptive communication and actions that undermine trust within the team are unacceptable. This includes but is not limited to physical or verbal abuse, inappropriate use of social media, and any behaviour that fosters discrimination or leads to discord among team members, coaches, and parents. Such conduct detracts from the teamwork essential for success in swimming and undermines a positive atmosphere where everyone feels valued, which can harm the program's reputation.

- **Program Disruption:** Unreasonable or recurrent criticism of the coaching approach and programming is unacceptable. Speaking negatively about the coach, the programme, or fellow swimmers and families creates divisions that impede our collective goals and undermines the positive environment we are committed to maintaining.
- **Inappropriate use of Social Media:** Be aware of the potential for misuse of mobile phones and social media. Inappropriate commentating and usage of these platforms is prohibited. Any public comments should be respectful of the community, including clubs, coaches, swimmers, officials, and parents.

## 6. Consequences of Misconduct

Violations of this Code of Conduct will be addressed promptly and may result in one or more of the following actions:

- A formal warning.
- Temporary suspension from training or competitions.
- Permanent removal from the program, based on the severity of the violation.

In accordance with our terms and conditions, Rackley Swimming reserves the right to temporarily suspend or permanently remove a swimmer from the program if communication and/or trust is significantly compromised. This includes, but is not limited to, instances involving conflicts of interest, discriminatory behaviour, or any disruptive conduct that undermines the integrity of the program.

## 7. Reporting Procedures

Anyone who witnesses or experiences a breach of this Code of Conduct should report the incident to the designated Facility Manager or a coach. All reports will be confidentially and seriously addressed.

## 8. Regular Reviews

- **Annual Reviews:** The Code of Conduct will be reviewed each year to ensure relevance and effectiveness, with member feedback considered in the revisions.

## 9. Acknowledgment

All participants agree to adhere to this Code of Conduct by joining the swimming program. We commit to creating and maintaining a positive, respectful, and supportive environment for each swimmer's development.

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## Conclusion

By working together, we can cultivate a vibrant swimming community that promotes both athletic excellence and personal growth. At Rackley Swimming, we are committed to adhering to the values outlined in the Australian Sports Commission's Play Well, Win Well policy, which include:

- **Positive Environment:** We strive to create a supportive atmosphere that encourages all members to thrive both in and out of the water.
- **Inclusivity:** We welcome everyone, ensuring that our program is accessible to swimmers of all backgrounds and abilities.
- **Respect and Fairness:** We uphold the principles of respect and fairness, fostering a culture where every participant is treated with dignity and integrity.
- **Safety and Wellbeing:** The health, safety, and well-being of our swimmers are our top priorities, and we work diligently to maintain a secure environment for all.
- **Development Focus:** We are dedicated to the continuous development of our swimmers, emphasising skill enhancement, personal achievement, and lifelong enjoyment of the sport.

Together, let us continue to uphold these values, ensuring that Rackley Swimming remains a place where all members can excel and enjoy their swimming journey. Thank you for your commitment to fostering a positive and enriching experience for everyone involved.

**Name:**

**Signature:**

**Date:**