



**As a volunteer at CSCSC, we understand you have the right to:**

- Be supported in your role and respected and treated fairly by CSCSC.
- Know who the Club Welfare Officer(s) is/are and how to contact them:  
[welfare@camdenswimming.co.uk](mailto:welfare@camdenswimming.co.uk)
- Be informed of Wavepower and the club safeguarding reporting procedures.
- Be informed of the internal club complaints process and who to contact at CSCSC for advice on complaints.
- Be aware of CSCSC rules and procedures.
- Be involved and contribute towards decisions within CSCSC.
- Feel welcomed, valued, and listened to.
- Be respected and treated fairly by the club and it's members in order to enjoy the time you spend at CSCSC.

**As a volunteer at CSCSC, we expect you to:**

- Adhere to and implement Wavepower and CSCSC safeguarding procedures.
- Adhere to the Swim England Equality and Diversity Policy.
- Adhere to the Swim England regulations, Code of Ethics, Club Constitution and rules.
- Adhere to any conditions stipulated under the pool hire agreement.
- Keep children safe in sessions and at competitions, adhering to appropriate staff ratios.
- Refer all child/adult at risk safeguarding concerns to the Club Welfare Officer.
- Ensure all equipment used is fit for purpose, safe to use and accessible.
- Follow CSCSC procedures should a member have an accident or suffer an injury.
- Ensure complaints raised are referred under the internal club complaints process.
- Support the club as required for SwimMark and/or other affiliation/accreditation.
- Treat all personal information about members or their families on a confidential "need-to-know" basis unless information sharing with others is required to protect and safeguard members from harm.
- Lead by example by promoting positive behaviour and good sportsmanship. Encourage all members to behave in a positive manner and follow the rules of the club and sport.
- Adhere to your role responsibilities as a volunteer/official of CSCSC and Swim England member, allowing others to adhere to theirs.
- Make our club a happy, friendly and welcoming environment for all members.
- Champion everyone's right to take part and celebrate difference in our club or activity without discrimination.
- Keep any qualifications or CPD up to date if applicable to your role.
- Attend Swim England safeguarding training every three years if applicable for your role.
- Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years), if applicable to your role.