



**As a coach or teacher, we understand you have the right to:**

- Be supported in your role, respected, and treated fairly by CSCSC.
- Be informed of [Wavepower 2024](#) and the club safeguarding reporting procedures.
- 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 the internal club complaints process and who to contact at the CSCSC.
- Be aware of CSCSC rules and procedures.
- Be involved and contribute towards decisions within CSCSC.
- Have access to ongoing training and CPD opportunities in all aspects of your role.
- Feel welcomed, valued, and listened to.
- Be respected and treated fairly by the club and its members in order to enjoy the time you spend at CSCSC.

**As a coach or teacher at the club we expect you to:**

- Adhere to and implement Wavepower and Club 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 for teaching and coaching under the pool hire agreement.
- Keep children/adults safe in your sessions with appropriate staffing ratios, using safe methods of instruction and techniques by putting swimmer's safety first.
- Ensure any equipment used is fit for purpose, safe to use and accessible.
- Follow the club procedures should a child or adult have an accident or suffer an injury.
- Consider your behaviour with members and do not engage in any behaviour that constitutes any form of abuse.
- Refer all safeguarding concerns to the Club Welfare Officer – [welfare@camdenswimming.co.uk](mailto:welfare@camdenswimming.co.uk)
- Respect member's trust and rights whilst being honest and open with them.
- Lead by example promoting positive behaviour, good sportsmanship and encourage members to behave in a positive manner and follow the rules of the club and sport.
- Ensure stage or squad selection is clear and transparent and be fair and equal when making decisions.
- Use positive and constructive methods when teaching and/or coaching to ensure programmes are appropriate for the age, ability and experience of the member.
- Always put the wellbeing, health, and safety of the member before all other considerations including the development of performance.
- Champion everyone's right to take part and celebrate difference in our club or activity by not discriminating against anyone else on the grounds of gender, sexual orientation, faith, ability, or any other relevant characteristic.
- Challenge and address instances of poor, negative, aggressive, or bullying behaviour amongst members. Seek advice from the Welfare Officer where necessary.
- Keep your coaching and/or teaching qualifications and CPD up to date.
- Complete Swim England safeguarding training every three years.
- Ensure you have a current Disclosure and Barring Service (DBS) certificate (renewable every three years). This certificate must be processed through CSCSC and/or a Swim England affiliated club.