



ELECTRIC EELS

Electric Eels Code of Conduct for Coaches & Teachers

Your rights as a coach or teacher at Electric Eels

As a coach or teacher at **Electric Eels**, you have the right to:

1. **Enjoy your role in a safe, supportive and respectful environment.**
2. **Be informed about Swim England's Wavepower safeguarding policy** and Electric Eels' safeguarding procedures.
3. Know who the **Electric Eels Welfare Officer(s)** are and how to contact them.
4. Be informed of **Electric Eels' complaints and disciplinary procedures**, and who to contact for advice or support.
5. Be aware of and have access to **Electric Eels' rules, constitution, policies and procedures.**
6. Be involved in and contribute positively to **club development and decision-making**, where appropriate.
7. Have access to **appropriate training, development and continuing professional development (CPD).**
8. Be treated **fairly, respectfully and without discrimination.**
9. Feel **welcomed, valued, supported and listened to** in your role.

What Electric Eels expects from coaches and teachers

1. Safeguarding and welfare responsibilities

Coaches and teachers must:

1. **Adhere to and implement Swim England's Wavepower safeguarding policy** and Electric Eels' safeguarding procedures at all times.
2. **Refer all safeguarding concerns immediately** to the Electric Eels Welfare Officer and follow reporting procedures.
3. Understand that safeguarding concerns **must be shared appropriately** to protect children from harm.
4. Respect your **position of trust** and maintain appropriate professional boundaries with children at all times, as set out in Wavepower.

5. Never engage in behaviour that could constitute **any form of abuse**, including emotional, physical, sexual abuse or neglect.
 6. **Never use your position** to obtain personal benefit, reward, or to pursue an inappropriate or sexual relationship with a child.
 7. Always put the **wellbeing, health and safety of the child first**, ahead of performance or results.
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2. Equality, diversity and inclusion

Coaches and teachers are expected to:

1. Adhere to the **Swim England Equality, Diversity and Inclusion Policy**.
 2. Champion everyone's right to take part in sport and **celebrate difference**.
 3. Never discriminate on the grounds of age, gender, disability, race, faith, sexuality or background.
 4. Create an environment where **all children feel safe, included and respected**.
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3. Professional conduct and behaviour

Coaches and teachers must:

1. Act as **positive role models**, promoting respectful behaviour, good sportsmanship and integrity.
 2. Use **positive, constructive and age-appropriate coaching and teaching methods**.
 3. Ensure coaching and teaching programmes are suitable for the age, ability and experience of each child.
 4. Challenge and address poor, negative, aggressive or bullying behaviour, seeking advice from the Welfare Officer where appropriate.
 5. Ensure **team and squad selection is clear, transparent and fair**.
 6. Respect the authority of officials and follow the rules of the sport when questioning decisions.
 7. Encourage respect for opponents, officials and teams from other organisations in both victory and defeat.
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4. Safety in delivery

Coaches and teachers must:

1. Keep children safe during sessions through **appropriate supervision, staffing ratios and safe teaching practices**.
 2. Ensure all equipment used is **fit for purpose, safe and accessible**.
 3. Follow Electric Eels' procedures in the event of **accidents, injuries or medical incidents**.
 4. Comply with any conditions relating to **pool hire agreements and venue rules**.
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5. Training, qualifications and checks

All coaches and teachers must:

1. Hold and maintain **appropriate coaching or teaching qualifications** for their role.
 2. Keep CPD **up to date and relevant**.
 3. Complete **Swim England–approved safeguarding training at least every three years**.
 4. Hold a **current Disclosure and Barring Service (DBS) certificate**, renewed in line with Swim England guidance.
 5. Comply with all Swim England regulations, the Code of Ethics, and Electric Eels' constitution and rules.
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6. Communication, parents and confidentiality

Coaches and teachers are expected to:

1. Develop **positive and professional relationships with parents and guardians**.
 2. Provide appropriate feedback and updates on a child's development where possible.
 3. Listen to concerns raised by parents, guardians or children and **seek advice where appropriate**.
 4. Treat all personal information about children and families as **confidential**, sharing information only on a "need-to-know" basis or where required to safeguard a child.
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7. Discipline and consequences

1. Breaches of this Code of Conduct may result in **disciplinary action by Electric Eels**, in line with club, Swim England and judicial regulations.
 2. Serious or repeated breaches may result in **suspension or dismissal from the club**, or termination of employment or engagement.
 3. Behaviour that may constitute a criminal offence will be referred to the appropriate authorities.
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Agreement

By coaching or teaching at **Electric Eels**, you agree to uphold this Code of Conduct and support the club's commitment to safeguarding, equality, integrity and positive participation.

Name: _____

Signature: _____

Position at Electric Eels: _____

Date: _____