



ELECTRIC EELS

Electric Eels Code of Conduct for Committee Members

Your role at Electric Eels

As a committee member of **Electric Eels**, you hold a position of **responsibility and trust** and play a key role in ensuring the club is safe, inclusive, well-governed and compliant with Swim England requirements.

Your rights as a committee member

As a committee member at Electric Eels, you have the right to:

1. Be treated with **respect, fairness and professionalism**.
 2. Be supported in your role and **have access to relevant policies, guidance and training**.
 3. Be informed of **Swim England regulations**, including safeguarding and governance requirements.
 4. Know who the **Electric Eels Welfare Officer(s)** are and how to contact them.
 5. Be involved in decision-making and governance processes appropriate to your role.
 6. Raise concerns or challenge decisions **constructively and without fear of discrimination or victimisation**.
 7. Be listened to and have your views considered.
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What Electric Eels expects from committee members

1. Governance and responsibility

Committee members must:

1. Act in the **best interests of Electric Eels and its members** at all times.
 2. Ensure the club operates in line with:
 - Swim England regulations
 - Wavepower safeguarding policy
 - Electric Eels' constitution, rules and policies
 3. Understand and fulfil the responsibilities of your committee role.
 4. Declare and manage **conflicts of interest** appropriately.
 5. Ensure decisions are made **fairly, transparently and collectively**.
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2. Safeguarding and welfare

Committee members must:

1. Support and promote **Swim England's Wavepower safeguarding policy**.
 2. Ensure safeguarding policies and procedures are:
 - In place
 - Up to date
 - Communicated clearly to members
 3. Know who the Welfare Officer(s) are and **support them in carrying out their role**.
 4. Take all safeguarding concerns seriously and ensure they are **handled promptly and appropriately**.
 5. Maintain appropriate **professional boundaries** at all times.
 6. Understand that safeguarding concerns may need to be shared with external agencies to protect children from harm.
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3. Equality, diversity and inclusion

Committee members are expected to:

1. Champion **equality, diversity and inclusion** within Electric Eels.
 2. Ensure the club provides a **welcoming, inclusive and respectful environment**.
 3. Not discriminate on the grounds of age, gender, disability, race, faith, sexuality or background.
 4. Challenge discriminatory or inappropriate behaviour where it occurs.
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4. Behaviour, integrity and leadership

Committee members must:

1. Act as **positive role models** for swimmers, parents, volunteers and staff.
 2. Communicate respectfully and professionally at all times.
 3. Handle disagreements constructively and appropriately.
 4. Uphold the **integrity and reputation of Electric Eels**.
 5. Respect confidentiality and **not discuss sensitive matters publicly or online**.
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5. Confidentiality and data protection

Committee members must:

1. Treat all personal and sensitive information as **confidential**.
 2. Only share information on a **need-to-know basis**, or where required to safeguard a child.
 3. Comply with **data protection requirements** when handling personal information.
 4. Ensure club records are stored and managed securely.
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6. Discipline and accountability

1. Breaches of this Code may result in **disciplinary action**, in line with Electric Eels and Swim England procedures.
 2. Serious or repeated breaches may result in **removal from the committee**.
 3. Any behaviour that may constitute a criminal offence will be referred to the appropriate authorities.
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Agreement

By serving as a committee member of **Electric Eels**, you agree to uphold this Code of Conduct and support the club's commitment to safeguarding, equality, integrity and good governance.

Name: _____

Position: _____

Signature: _____

Date: _____