

PCS Codes of Conduct

Our codes of conduct have been created to make sure all our members are able to have a positive and safe experience within their swimming journey. We believe it is important that all parties (athletes/swimmers, parents/guardians, coaches and volunteers) are part of this process and understand the expected standards we must all collectively work towards. Below you will find three different codes of conduct:

- 1) Athlete
- 2) Parent/Guardian
- 3) Coaches, Committee and volunteers/officials

Everyone involved with PCS must have read and signed a code of conduct. Any code of conduct breaches will be investigated by the club. Breaching the code of conduct could regrettably result in you being asked to leave an activity/event or even to leave the organisation permanently for the good of the club and its members. Disciplinary decisions are at the discretion of the club as set out in the disciplinary policy.



PCS Athlete Code of Conduct:

Section 1: General Expectations

- Show respect and consideration for others, your surroundings and equipment/belongings.
- Abide by the rules & expected conduct/policies of the club, training/competition venue/s, the governing body & sport.
- Represent the club in a positive manner.
- Uphold a polite, 'can do' attitude and support others. Focus on effort and process above outcome ('winning' or 'losing').
- Communicate well with all members of the team (coaches and other athletes).
- Tell someone if you have a concern related to your swimming. Report issues or concerns to an appropriate adult as soon as you can. This could be your coach or your parent/guardian. Your first point of contact in the club is usually your coach but the club welfare officer is trained to support you if you need help. You could also contact a committee member (contact details are on the club website and linked on the facebook page): <http://pembcountyswim.weebly.com>.
- You must get changed in the correct changing areas and within gender groups. 18 yrs+ must not change with under 18s.
- Do not use any device to photograph or video others without their permission. Do not share anything inappropriate.
- Use social media positively, never to criticise the sport or others. If you need help understanding the use of devices/social media, please ask an appropriate adult.
- Avoid any disruptive, negative or inappropriate behaviour. The use of inappropriate language, bullying, harassment, discrimination or physical violence will not be tolerated.
- The use of performance enhancing drugs and illegal substances is totally forbidden. It is your responsibility to check that anything you eat or drink (including medication) does not contain a banned substance. The WADA continually update their list of banned substances so you must be vigilant. All medications taken must be reported to your coach.
- Smoking/vaping and alcohol are forbidden in all club-related activities.
- If aged 18 or over, it is your responsibility to report any important medical information or additional needs to the club.
- You are responsible for your personal belongings at all times.
- Ensure you/your parent/guardian pay all relevant fees by their due date.

Section 2: Training Expectations (to be followed in addition to the rules above):

- Train to the best of your ability at all times, giving an honest effort.
- Athletes should consistently meet the minimum training standards for each squad.
- Be prepared for training by having all kit at every session.
- Listen carefully and follow instructions promptly and politely. Please ask if you are unsure about anything.
- Manage your hydration and nutrition at each session.
- Follow good lane discipline: leave at the correct intervals; swim in the correct direction (clockwise or anticlockwise); swim at the set pace; take the allocated rest time; if caught up, let others pass you safely without disrupting the lane.
- If you are unable to complete any part of a session e.g. due to injury or illness, please discuss with your coach as soon as you can (ideally well before the session). Your coach will make a decision on how to proceed.
- Arrive at sessions in good time.
- Do not leave your lane or poolside without your coach's permission unless in an emergency.

Section 3: Competition Expectations (to be followed in addition to the rules above):

- Treat all competitors and teams with respect regardless of results ("win or lose") and encourage others to do the same.
- Enter the competitions and events the coaching team have selected for you. Please direct any communication around this to your squad coach/coaches.
- Arrive on time, unless other arrangements have been made with the coaching team in advance.
- Club kit must be worn during competitions.
- Always give your best effort at competitions.
- Understand and work with the coaching team to achieve the outcomes of the competition (process vs outcome).
- Accept the decision of officials and only discuss them in an appropriate way.
- Do not leave your lane, poolside, or the event without your coach's permission unless in an emergency.

Section 4: Equality, Diversity and Inclusion:

- Treat everyone with respect regardless of their race, gender, disability, age, sexual orientation, faith or ability.
- Everyone has the right to work within a safe and enjoyable environment.

Any breaches of this code of conduct will be dealt with by the club in the first instance. The club holds the right to seek advice from or report to other parties when deemed necessary e.g. the governing body/relevant authorities.

Athletes under the age of 18 must have a parent/guardian counter sign below:

Signed Athlete: _____

Date: _____

Name Printed: _____

Signed Guardian: _____

Date: _____

Name Printed: _____



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PCS Parent/Guardian Code of Conduct:

Section 1: General Behaviour:

- Show respect and consideration for others.
- Abide by the rules & expected conduct/policies of the club, training/competition venue/s, the governing body & sport.
- Help your child to understand the expectations and support signposted in their code of conduct.
- Represent the club in a positive manner.
- Remember that your child participates in the sport for their enjoyment, not your own. Reward/praise their effort.
- Demonstrate a high standard of behaviour/responsibility especially when around those under 18 years of age. Your words and actions are an example. Be a positive role model for other members of the club.
- Communicate promptly with the coach in matters related to your child's swimming.
- Support the coach/committee appropriately, politely raising any concerns related to your child's swimming at the earliest opportunity. Your first point of contact is the coaching team. If it is a welfare issue, the club welfare officer can support you. You could also contact a committee member such as the Chairperson (Please see the contact page on the club website which is also linked on the facebook page): <http://pembscountyswim.weebly.com>.
- Sensitive issues related to club members are for discussion with a club representative, not for sharing/open discussion.
- Please ensure your child is punctual, prepared for sessions and events, and has appropriate nutrition and hydration.
- Avoid any disruptive, negative or inappropriate behaviour. The use of inappropriate language, bullying, harassment, discrimination or physical violence will not be tolerated.
- Do not use any device to photograph or video others without their permission. Do not share any inappropriate media.
- Use social media positively, never to criticise the sport or others.
- The use of performance enhancing drugs and illegal substances is totally forbidden. Please ensure anything your child consumes (including medication) does not contain a banned substance. The WADA continually update their list of banned substances so you must be vigilant. All medications taken must be reported to the coach.
- Please report any important medical information or additional needs to the club. This includes any relevant changes.
- Ensure you/your parent/guardian pay all relevant fees by their due date.

Section 2: Being a Positive Guardian in the swimming environment (follow in addition to the rules above):

- Strive to be a positive part of your athlete's support team, following the advice of the coach/coaching team.
- Allow young people to take ownership of their sporting journey.
- Guardians should be close at hand during PCS sessions but are not encouraged to watch all sessions. Keeping some distance can allow your athlete to take more ownership of their swimming.
- Shouting, timing, filming, or stroke demonstrations/coaching from the balcony are not permitted during PCS sessions.
- Guardians are not permitted to enter the poolside area during training and competition unless invited to do so by a member of the coaching team/by relevant staff in an emergency.
- Allow your child to lead conversations about their sport.

Section 3: Competition (follow in addition to the rules above):

- Treat all competitors and teams with respect regardless of results ("win or lose") and encourage others to do the same.
- Respect the team rules, and allow athletes to follow coaches' instructions with 'process' in mind, not the outcome.
- Enter the competitions and events the coaching team have selected for your swimmer. Please direct any communication around this to the squad coach/coaches.
- Accept the decision of officials and only discuss them in an appropriate way.

Section 4: Equality, Diversity and Inclusion:

- Treat everyone with respect regardless of their race, gender, disability, age, sexual orientation, faith or ability.
- Everyone has the right to work within a safe and enjoyable environment.

Any breaches of this code of conduct will be dealt with by the club in the first instance. The club holds the right to seek advice from or report to other parties when deemed necessary e.g. the governing body/relevant authorities.

Signed Guardian 1: _____

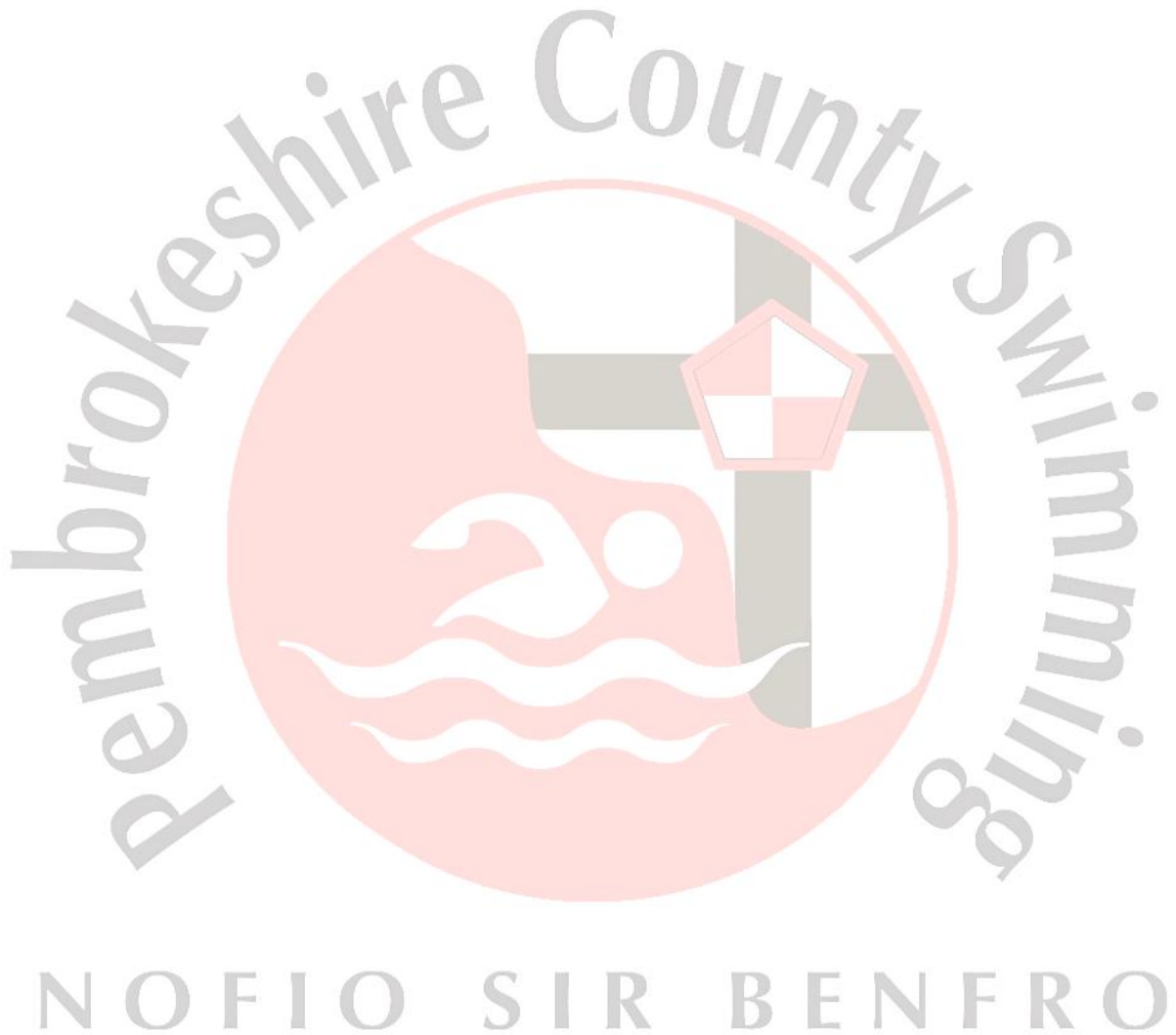
Date: _____

Name Printed: _____

Signed Guardian 2: _____

Date: _____

Name Printed: _____



PCS Coaches, committee, volunteers and officials Code of Conduct:

Section 1: General Behaviour:

- Show respect and consideration for others.
- Work with integrity, openness and honesty.
- Abide by the rules & expected conduct/policies of the club, training/competition venue/s, the governing body & sport.
- Demonstrate a high standard of behaviour/responsibility especially when around those under 18 years of age. Your words and actions are an example. Be a positive role model for other members of the club.
- Represent the club in a positive manner.
- Avoid any disruptive, negative or inappropriate behaviour. The use of inappropriate language, bullying, harassment, discrimination or physical violence will not be tolerated.
- Do not use any device to photograph or video others without their permission. Do not share any inappropriate media.
- Use social media positively, never to criticise the sport or others.

Section 2: Responsibilities:

- Be open and ready to help members.
- Be a positive part of each athlete's support team.
- Report any concerns to the Welfare Officer or relevant authority. Contact details: <http://pembcountyswim.weebly.com>.
- Be positive about the club.
- Remain impartial.
- Avoid conflicts of interest.
- Sensitive issues related to club members are for discussion with a club representative, not for sharing/open discussion.

Section 4: Equality, Diversity and Inclusion:

- Treat everyone with respect regardless of their race, gender, disability, age, sexual orientation, faith or ability.
- Everyone has the right to work within a safe and enjoyable environment.

Any breaches of this code of conduct will be dealt with by the club in the first instance. The club holds the right to seek advice from or report to other parties when deemed necessary e.g. the governing body/relevant authorities.

Signed: _____ Date: _____

Name Printed: _____