

# BNSC Code of Conduct for Coaches, Teachers & Lifeguards

As a coach, teacher, and/or lifeguard at BNSC, you have the right to:

- Enjoy your role and be supported by the club.
- Be informed of **Wavepower** and the club's safeguarding and reporting procedures.
- Know who the **Welfare Officer(s)** are and how to contact them.
- Be aware of the club's internal complaints process and who to contact for advice.
- Understand the club's rules, procedures, and constitution.
- Contribute to decisions within the club.
- Access ongoing training and continuing professional development (CPD).
- Be respected, valued, and treated fairly.
- Feel welcomed and listened to by the club community.

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## Your Responsibilities

### Safeguarding and Welfare

- Follow BNSC rules, this Code of Conduct, **Wavepower**, and the club's safeguarding procedures at all times.
- Comply with the **Swim England Equality, Diversity and Inclusion Policy**.
- Refer all safeguarding concerns to the Welfare Officer immediately.
- Respect your position of trust — keep boundaries with children professional, as outlined in Wavepower p111
- Never use your position for personal gain, reward, or to pursue inappropriate or sexual relationships with children.
- Challenge poor, aggressive, or bullying behaviour among children, seeking advice from the Welfare Officer when needed.
- Treat all personal information about children and their families as confidential, unless sharing is required to protect a child.

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## Professional Standards

- Keep your Swim England qualifications and CPD up to date.
  - Complete Swim England-approved safeguarding training every three years.
  - Maintain a valid **DBS certificate** (renewed every three years).
  - Lead by example — promote good sportsmanship, positive behaviour, and respect for rules.
  - Ensure team and squad selection is fair, transparent, and based on clear criteria.
  - Respect the authority of officials and follow the rules when questioning decisions.
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## Coaching and Session Delivery

- Always put the child's wellbeing, health, and safety above performance outcomes.
  - Use positive, constructive coaching and teaching methods.
  - Ensure programmes are appropriate for the age, ability, and experience of the child.
  - Maintain safe staffing ratios and use safe methods of instruction and techniques.
  - Check that all equipment is safe, fit for purpose, and accessible.
  - Follow club procedures for accidents and injuries.
  - Encourage respect for all competitors and teams, in both victory and defeat.
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## Communication and Relationships

- Build positive relationships with parents/guardians and provide regular updates on their child's development.
  - Listen to concerns from parents/guardians or swimmers and take steps to address them appropriately.
  - Champion inclusivity — celebrate differences and never discriminate based on gender, race, sexual orientation, faith, or ability.
  - Be open, honest, and respectful in all interactions with swimmers and their families.
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## If the Code of Conduct is Broken

Breaches of this Code of Conduct may result in disciplinary action being taken against you, by the club committee.

Depending on the seriousness of the behaviour, the club may:

1. Remind you of the rules.
2. Give you a formal warning.
3. Suspend you from training or competitions.  
*(Steps 1 and 2 may be skipped in serious cases.)*