

Code of Conduct for Instructors & Volunteers

Fin2Fit Teachers and volunteers have a great opportunity to be a positive role model and help build an individual's confidence.

Teachers and volunteers are expected to:

1. Adhere to all Triton Training and Fin2Fit policies and procedures relevant to the teacher role.
2. Ensure the safety of all swimmers by providing safe supervision, developmental planning and safe methods of organisation.
3. Ensure the wellbeing and safety of swimmers before the development of performance.
4. Be positive, approachable and offer praise to promote the ethos of the Fin2Fit at all times.
5. Appreciate the efforts of all swimmers and not over-train.
6. Respect and listen to the opinions of all swimmers.
7. Take time to explain teaching techniques to ensure they are clearly understood.
8. Develop an appropriate working relationship with participants, based on mutual trust and respect.
9. Display consistently high standards of professional conduct and appearance.
10. Treat all young people fairly and ensure they feel valued.
11. Demonstrate equality and diversity in all activity, encouraging all swimmers to be welcoming and inclusive.
12. Manage behaviour within sessions and prohibit any dangerous play, bullying, the use of bad language or inappropriate behaviour.
13. Establish and plan for adaptations to meet the additional needs of disabled participants or other vulnerable groups.
14. Not abuse members physically, emotionally or sexually.
15. Encourage and guide swimmers to accept responsibility for their own performance and behaviour.
16. Ensure the rights and responsibilities of youth members are enforced.
17. Never exert undue influence over swimmers to obtain personal benefit or reward.
18. Challenge any concerns or allegations of abuse of any kind including poor practice.
19. Record incidents and accidents in the line with Fin2Fit policies and procedures as well as specific site procedures.
20. Never use sanctions that humiliate or harm swimmers.
21. When qualified administer first aid or refer to the site specific first aider.
22. Have access to telephone for immediate contact to emergency services if required.
23. Not engage in a sexual relationship with a young person for whom they are responsible.
24. Maintain confidentiality about sensitive information.

Teachers and volunteers have the right to:

1. Support for future development.
2. Support in the reporting suspected abuse or poor practice.
3. Access to all Triton Training & Fin2Fit template documentation, policies and procedures.
4. Fair and equitable treatment by the governing body Triton Training and Fin2Fit.
5. Be protected from abuse by children/youths, other adult members and parents.
6. Not to be left vulnerable when working with children.
7. Any misdemeanour's will be dealt with immediately and reported verbally to Triton Training & Fin2Fit as well as the site specific designated person.
8. Serious or persistent breach of the code will result in disciplinary action and could lead to the withdrawal from Fin2Fit sessions.
9. Withdrawals can be appealed by the teacher/volunteer with final decisions referred to Triton Training and Fin2Fit, potentially the governing body.

All Teachers and volunteers should be prepared. This Will Include:

1. A current site specific emergency action plan and access to First Aid equipment.
2. Reception / Management / First Aid support.
3. Telephone contact to the Emergency Services.

FIN2FIT Teacher Signature:

Date: