

Surf Life Saving Association of Wales – Appendix 1 **Coaches, Members, Officials and Volunteers Code of Conduct**

All SLSA Wales Coaches and Volunteers and anyone working under the responsibility of SLSA Wales are required to adhere to our safeguarding policies and procedures as agreed on your club membership forms when joining.

All members must champion the rights, dignity and worth of all club members and participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.

All members who hold a role as defined as **regulated activity**, will be expected to agree to a DBS check and agree to be registered with the Update Service for annual status checks, abide by the safeguarding principles and hold the correct third-party insurance. These members **must** hold live and current membership with their club or SLSA Wales.

Every person that works with and has the responsibility of children will need to have attended or agree to attend a Safeguarding and Protecting Children course (where appropriate to the role) and be familiar with the SLSA Wales Child Protection Policy and where to find it.

For the purposes of this document a Young Person/ Member is any person who is under the age of 18

Coaches and Volunteers must familiarise themselves with the following key policy documents.

These documents can be found here at [Safeguarding Docs \(slsawales.org.uk\)](https://www.slsawales.org.uk/Safeguarding_Docs)

Youth Code of Conduct
Parents Code of Conduct
Anti-Bullying Policy & Bullying Incident report form
Social Media Policy

Incident Report Form
Photography and recorded Images Consent Form
SLSA Wales Child Protection Policy

You will be:

Informed of our safeguarding and reporting procedures and what you need to do if something isn't right.
Be protected from physical or emotional abuse from children or parents / guardians and be supported to resolve conflicts.

Expected Standards of behaviour

Respect your position of trust and maintain appropriate boundaries and relationships with young people.
Engaging in sexual behaviour with any child under the age of 16 is illegal.

As of 28/6/2022 the law states that those in a **position of trust** in sports organisations who are over 18 years of age cannot legally have a sexual relationship with young people under 18 years old who they **coach, teach, train, supervise or instruct**.

Consider your behaviour and do not engage in any behaviour that constitutes any form of abuse.
Always work in an open environment avoiding private or unobserved situations or conversations and encouraging open communication with no secrets

Be aware that Coaches, Members and Volunteers who hold a role in a position of trust as a coach / instructor to under 18 year old members should never add, follow or interact with children in their organisation on any **personal** social media accounts.

Develop positive relationships with parents and catch up with them regularly about their child's development.

Stop play if an injury happens, administer minor first aid and call for help when necessary



I also understand that SLSA Wales has a firm policy on social media behaviour that sets out how we expect children and adults to behave, including online.

Lead by example when it comes to good sportsmanship, positive behaviour and commitment to the sport of surf lifesaving.

Respect children's trust and rights while being honest and open. Use constructive and positive methods of developing children's skills, without humiliating or harming them.

Respect the rights, dignity and worth of every person and treat everyone equally within the content of their sport. Do not display exclusion tendencies towards a young member/s e.g., fail to give balanced praise to all competitors, spend a disproportionate amount of time with certain athlete/s, recognise achievements of some and not others, behave in a manner that makes the young member feel uncomfortable / excluded / singled out or frightened.

Involve parents/carers wherever possible, e.g., where young members need to be supervised in changing rooms, encourage parents to take responsibility for their own young person. If groups need to be supervised in changing rooms always ensure parents, coaches, members and volunteers etc. work in pairs.

Behave appropriately online in accordance with our social media policy and maintain effective control and safeguards with club social media groups respecting all members as noted in Appendix 10 - Coaches, Members and Volunteers Guidance and Expected Standards of the Use of Social Media (SLSAW CPP)

Make the experience of Surf Lifesaving fun and enjoyable: promote fairness, **confront and deal with bullying immediately**. Do not allow allegations made by a young member to go unchallenged, unrecorded or not acted upon. Report any concerns or allegations of abuse or poor practise to your club Safeguarding Officer or Lead Safeguarding Officer immediately.

Challenge and address instances of poor, negative, aggressive and bullying behaviour amongst young people

Champion everyone's rights to take part and celebrate difference in our clubs by not discriminating against anyone regardless of gender, race, sexual-orientation or ability.

Place the well-being and safety of the young person above winning and all else.

Stop play if an injury happens, administer minor first aid and call for help if necessary. Secure written parental consent for the association/club to act in loco parentis, to give permission for the administration of emergency first aid or other medical treatment if the need arises.

Keep children in your sessions safe by supervising appropriately, using safe methods and techniques and by putting children's safety first. Ensure kit is safe, fit for purpose and safely accessible. Undertake appropriate risk assessments. Before sessions. Ensure appropriate staffing ratios of adult to participant before the session begins.

Be a role model, acting professionally at all times. Challenge and deal appropriately with any young members or other adults in the vicinity of our young members who display inappropriate behaviour or use inappropriate language.

Follow all guidelines laid down by their sport's Governing Body and hold appropriate insurance cover as well as keeping any coaching or safeguarding training up to date.

Clarify at the outset with our young members, and where appropriate their parents, exactly what is expected of them and what our young members are entitled to expect from our coaches, members and volunteers.

Where cases arise where it is impractical /impossible to avoid certain situation e.g., transporting a young person in your car, the tasks should only be carried out with the full understanding and consent of the parent/care and the young person involved. If during your care you accidentally hurt a young person, the young person seems distressed in any manner,



and/or if the young person misunderstands or misinterprets something you have done, report any such incidents as soon as possible to another colleague and make a written note of it. Parents should also be informed of the incident.

All Members of Surf Life Saving Wales

All members must champion the rights, dignity and worth of all club members and participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.

Bullying of any sort will not be tolerated. It is the responsibility of everyone to act on **all acts of bullying** by informing the Safeguarding Officer or Member of the Coaching Team who will inform the LSO so incidents can be documented.

Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst young people in an appropriate manner.

Help implement our safeguarding policy and procedures and report any concerns about or allegations of abuse or poor practice to your club safeguarding Officer or Lead Safeguarding Officer.

Make your club a friendly and welcoming place to be.

Encourage everyone to enjoy sport and understand that people have different motivations for taking part.

Members should recognise the valuable contribution made by coaches and officials who are usually volunteers. They give their time and resources to provide Surf Life Saving for you. All members must respect officials and publicly accept their decisions.

Lead by example when it comes to good sportsmanship, positive behaviour and commitment to the sport. All members should be a positive role model, treat other players and officials with the same level of respect you would expect to be shown to you.

All members must always use correct and proper language, especially in front of children.

Never take a camera or device with a camera or video recording device into an area where young members are changing. Please see your club safeguarding Officer before publishing photographs on social media. You may have a club member who has not agreed to the photography policy for reasons of safety and personal choice.

Consider your behaviour - do not engage in any behaviour that constitutes any form of abuse

No smoking within club buildings and awareness to others if smoking near the clubhouse.
No alcohol to be consumed when providing safety cover/training or when competing.
Consumption of illegal drugs will not be tolerated under any circumstances.

Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.

Members must wear suitable kit for training sessions and competitions as agreed with the coach/team manager.

All members will be asked to sign that they have read a copy of this Code of Conduct on their membership form and any subsequent annual membership forms.

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