



Swimming Officials
Contemporary Issues
Hand-outs
2015

Please note that this pack contains the listed hand outs and information. The resources are to be used as you wish depending upon your style and method of presentation.

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CODE OF ETHICS

Terms of Reference

The content of this Code of Ethics applies to all those involved within the sport of Swimming, Diving, Water Polo, Open Water Swimming and Synchronised Swimming. The Code of Ethics should be read in conjunction with the ASA Codes of Conduct contained in Wavepower (ASA Child Safeguarding Policy and Procedures).

All individuals within the ASA aquatic disciplines will at all times:

- Respect the rights, dignity and worth of every person, be they adult or child, treating everyone equally within the context of the sport.
- Respect the spirit of the sport adhering to the rules and laws in and out of the pool, incorporating the concept of friendship and respect for others.
- Promote the positive aspects of the sport and never condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.
- Accept responsibility for their own behaviour and encourage and guide all ASA members and parents of junior members to accept responsibility for their own behaviour and conduct.
- Ensure all concerns of a child safeguarding nature are referred in accordance with Wavepower (ASA Child Safeguarding Policy and Procedures).
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and never behave or encourage or condone others to behave in a manner that is liable to bring the sport into disrepute.
- Adhere to Wavepower the ASA Child Safeguarding Policy and Procedures.
- Adhere to the ASA Anti-Doping Rules.
- Adhere to the ASA Equity Policy.
- Adhere to the ASA Laws and Regulations.
- Adhere to the ASA Codes of Conduct.

ASA members should note that this is a general “umbrella” code and is supplemented by the ASA Codes of Conduct which can be found in Wavepower 2009/11 under section 2, page 68 – 71.

CODE OF ETHICS

Code of Conduct for those committee members, officials and volunteers who work directly with children in the Swimming Club

- At all times adhere to the ASA Code of Ethics, Rules and Laws.
- At all times adhere to the ASA Child Safeguarding Policy and Procedures.
- Adhere fully to the role and job description as outlined by the club and never use that role to gain favour for yourself or any individual swimmer.
- Consistently display high standards of behaviour and appearance.
- Treat all swimmers with respect and dignity, value their worth and treat everyone equally recognising their needs and ability within the context of the sport.
- Encourage and guide swimmers to accept responsibility for their own behaviour and performance.
- Continue to seek and maintain your own development in line with your role and complete a Safeguarding Children in Sport course, if appropriate to your role.
- Meet the ASA's commitment to Equality, Diversity and Inclusion.
- Treat all information of a personal nature about individual swimmers as confidential, except in circumstances where to do so will allow the child to be placed at risk of harm or continue to be at risk of harm.
- Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.
- Never encourage or condone swimmers, volunteers, officials or parents to violate the rules of the club or the sports and report any violations appropriately.
- Observe the authority and the decision of the officials and only question those decisions in the appropriate manner.
- Treat all competitors and other club teams with respect, whether that is in victory or defeat and encourage all team members and fellow club members to do the same.
- Refer all concerns of a child safeguarding nature in line with the club/ASA safeguarding children policy.

Equality, diversity and inclusion

1. The ASA and British Swimming have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in swimming (as competitors, officials, coaches and administrators) irrespective of their race, gender, disability, age, sexual orientation and faith and ability.
2. This code of conduct includes the Association's commitment to address equality, diversity and inclusion in swimming. To this end the Association will not tolerate:
 - a) Discrimination on the grounds set out in 1 above.
 - b) Harassment.
 - c) Bullying.
 - d) Abusive or insensitive language.
 - e) Inappropriate behaviour detrimental to any individuals or groups of individuals.
3. The ASA and British Swimming are governed by UK law and will seek to ensure that its participants are committed to addressing its responsibilities under the Sex Discrimination Act 1975, Race Relations Act 1976, Race Relations (Amendment) Act 2000, Equal Pay Act 1970, Disability Discrimination Act 1995, Human Rights Act 1998, Disability Discrimination Act (Amendment) 2005, Equality Act 2006.
4. Committees, officials and volunteers in all aquatic disciplines must address this responsibility to support equality, diversity and inclusion in our sport.

CHILD PROTECTION

Possible Indicators

- The child says that he or she is being abused, or another person says they believe that abuse is occurring
- Unexplained or suspicious injuries particularly if situated on a part of the body not normally prone to such injuries (such as fleshy parts)
- The child has an injury for which the explanation seems inconsistent or which there has not been adequate treatment
- The child's behaviour changes either over time or quite suddenly he or she becomes withdrawn or aggressive. Behaviour which is out of character
- Refusal to remove clothing for normal activities or keeping the body covered in hot conditions
- The child appears to shy away from previously trusted adults
- The child becomes increasingly neglected in appearance, or loses or puts on weight for no apparent reason
- The child has pain, itching or bleeding near the genital area
- The child shows inappropriate sexual awareness for his/her age and sometimes behaves in a sexually explicit way

Listening to the Child

- Stay calm
- Do not promise to keep it to yourself
- Listen to what the child says and treat it seriously
- Do not be judgmental or challenging in your response
- Only ask questions to clarify what the child is telling you
- Do not attempt to seek additional information from the child beyond being sure about what is being said
- Afterwards make detailed notes on what the child has told you and what you have told or asked the child
- Do not delay in passing the information on. Tell the child you will be doing this

Code of Ethics Scenarios

Scenario	Action you might take
1 During a warm up period you observe one particular coach giving swimmers intensive coaching on starting from a block into shallow water.	
2 Following a relay event during which you acted as a timekeeper you see and hear a coach loudly criticising one swimmer and blaming him for the team not winning. In front of other members of the team the coach blames the swimmer for being overweight and not training hard enough	
3 A young girl teenager is disqualified and is obviously upset. A fellow official attempts to comfort the swimmer by putting his arm around her and says that if she meets him afterwards for coffee he will fully explain the reasons for the disqualification and what she can do in the future to prevent it happening again.	
4 You notice other swimmers are verbally bullying one young swimmer. He is obviously very upset but whenever he tries to move away they follow him and continue with the same action.	
5 You observe a very public conversation with a young swimmer and her coach. The swimmer is explaining that she had informed the coach previously that she would need to leave before the relays because she has to attend a very important religious festival. Because the team has a chance of winning the competition, and she is the best swimmer, the coach is putting great pressure on her to stay and to forgo the festival.	
6 Whilst acting as a timekeeper you overhear a fellow timekeeper criticising the judge to the swimmer in his lane by saying that the judge got it wrong for disqualifying the swimmer in his lane for a non-simultaneous touch.	

Child Protection Scenarios

Scenario	Action you might take
1 In addition to being an official you give a little bit of help at some sessions by taking a lane. You have one swimmer who on a couple of occasions turned up late to an evening session looking very bedraggled, dirty and often says that he is hungry and has had nothing to eat since his school dinner.	
2 Again whilst working as a lane coach you notice that one of your swimmers is becoming increasingly withdrawn and has started to use sexually explicit language that you would not expect from a person of that age.	
3 A fifteen year old swimmer of the opposite sex comes to you and says that he/she is getting a little fed up with swimming but would like to get involved as an official. He/she asks if it is possible to visit your house to discuss what it entails and to get a little more information.	
4 One of your older club swimmers has shown an interest in becoming an official. He expresses to you disappointment that whenever he asks the club secretary about getting involved he gets the reply that they have enough officials and anyway he is too young to get the respect of swimmers	

Health & Safety Scenarios

Scenario	Action you might take
1 You notice that the emergency exit door has been propped open.	
2 During the warm up you look out over the pool area and you notice that one particular lane is chaotic; swimmers are diving over each other. There doesn't appear to be any coach controlling the situation	
3 Whilst acting as a judge you observe other team members standing at the edge of the water cheering. As they stand there they are kicking at the water.	
4 During the competition you notice that a large number of bags and bottles have built up in front of the emergency exit door. A team of swimmers are sprawled across the area.	
5 Whilst acting as a timekeeper water bottle falls into the water in your lane.	
6 It comes to your notice that during a break between events a parent has come onto poolside carrying a glass bottle.	