



Tandridge Aquarius Swimming Squad

Welfare Policy

TASS is committed to a club environment in which all children participating in its activities have a safe and positive experience. In order to achieve this, the club agrees to:

- 1) Adopt and implement the ASA Wavepower 2020/23 policy in full.
- 2) Recognise that all children participating in the club (regardless of age, gender, race, religion, sexual orientation, ability or disability) have a right to enjoy their involvement in swimming in a safe environment in and be protected from harm.
- 3) Ensure that those individuals, who work with children in the club, whether paid or voluntary, provide a positive, safe and enjoyable experience for children.
- 4) Appoint a Club Welfare Officer with the necessary skills and training as outlined by the ASA who will take the lead in dealing with all child safeguarding matters raised within the club.
- 5) Ensure that the club Welfare Officers name and contact details are known to all staff, members and parents of members.
- 6) The Welfare Officer to be available to discuss issues of concern on matters of safeguarding and deal with such concerns appropriately and in line with Wavepower 2020/23.
- 7) Ensure all those persons who work with children in the club have undertaken the appropriate training and relevant CRB checks and adhere to the required practices for safeguarding children as outlined in Wavepower 2016/19.
- 8) Ensure that all individuals who will be working or will work with children in the club have been recruited in accordance with the ASA Safe Recruitment Policy.
- 9) Ensure that all individuals who work with children in the club have the appropriate training and codes of conduct and good practice to follow in line with the guidance in Wavepower 2020/23
- 10) Provide all club members and parents of members with the opportunity to raise concerns in a safe and confidential manner if they have a concern about a child's welfare.
- 11) Ensure that all child safeguarding matters, whether they be concerns about child welfare or protection, are dealt with appropriately in accordance with the guidance for reporting and action in Wavepower 2020/23

12) Ensure that confidentiality is maintained appropriately and in line with the best interests of the child.

13) Ensure all papers relating to child safeguarding matters are held in a safe and secure manner.

*Children are all persons under the age of 18.

“Parents” is anyone who has parental responsibility for the child concerned.

Swimmers or adults can contact the Club Welfare Officer:

Tamara Bergs

Tel: 07884 143660

or speak to a committee member.

Alternatively information is available on the ASA website www.swimming.org . Visit the Child Power section in U 16 if you have any worries or concerns.

If you are unable to contact any of the above, or want to speak to someone else, call the

ASA Swimline Tel: 0808 100 4001



Calls are free and not listed on itemised phone bills unless from a mobile. Swimline does not use the 1471 code or any other call return or call display facilities.

Alternatively:

Child Protection in Sport Unit (CPSU) - Call 0116 234 7278. CPSU have useful downloadable document at www.cpsu.org.uk including:

- Club safety list for parents.
- Protecting your child by listening.
- How you can help make sport safe.
- Setting the right example.

Health and Safety Policy

TASS recognises it has a responsibility to provide its members with a safe environment in which to train and compete. However we do rely on members and their parents to adopt a responsible attitude for their own health and safety, as well as to the safety of others.

Pool safety

The club undertakes to ensure the safety of the swimmers at all times during Club activities. These include training sessions, home galas, away galas and open competitions. The Club will follow the ASA's "Safe Supervision for Teaching and Coaching Swimming" guidelines.

In particular all coaches and assistant coaches will hold a current "Rescue Test for Teachers and Coaches of Swimming".

No swimmer is allowed in the pool until the coach is present.

If there is no one on the poolside with the relevant qualification, then no swimming will take place

Coach qualifications:

The club will ensure that coaches are qualified to ASA standards.

Medical Conditions:

All swimmers joining the club will be asked to declare any medical conditions they may have, along with any medication they take.

If any swimmer develops a medical condition after joining the club they are responsible for informing the coach of this and any medication they may require.

Insurance:

The Club will ensure a current and valid insurance policy is displayed on all Club notice boards.

Emergency contact information:

All swimmers joining the club will be asked to provide emergency contact details. All coaches will have access to this in an emergency. It is the responsibility of the parent to keep the club updated with any changes.

Accident/Incident reporting:

All accidents and incidents will require a verbal report at the time of the occurrence. A written report should be submitted to the Club Secretary as soon as possible afterwards for filing in the Accident folder.

Policy Review:

This policy will be reviewed on an annual basis or as required to keep up to date with changes in safety legislation.

TASS Code of Conduct

All club members including coaches, parents and volunteers are expected to comply with these “Code of Conduct” guidelines while taking part in any club activity.

- Treat all club members with respect.
- Treat all members of other clubs with respect.
- Refrain from using abusive language, bullying, harassment, and physical violence.

BULLYING WILL NOT BE TOLERATED IN ANY FORM

- Try your best to get to all training sessions.
- Try and turn up on time, with all your equipment.
- If you have a problem try and stop at the end where the coach is, never in the middle of the pool unless absolutely necessary.
- Do all your drills as instructed.
- Make sure you finish each set at the wall, and make way for incoming swimmers.
- Do not sit on or pull at the lane ropes.
- Listen carefully to instruction.
- Make sure the coach is aware if you have to leave a session early.
- Swimmers disrupting sessions for whatever reason will be issued an initial warning by the coach. Continuing disruption will result in the swimmer being asked to leave the pool.
- Repeated poor behaviour will result in a letter being sent home to the parent, who will in turn be spoken to by the coach.
- Serious breaches of discipline will be reported to the Club Secretary and discussed at the next available committee meeting.
- The Committee have the right to decide on anything not covered in the Code of Conduct.
- Failure of any member to comply with the Code of Conduct may result in a swimmers expulsion from the Club.

Code of Conduct Club Coaches, Officials, and Volunteers

Club coaches Officials and volunteers will be expected to adhere to the following guidelines:

- Conduct must at all times be of a high standard.
- Be a positive role model, set good examples.
- Recognise the importance of fun and enjoyment in coaching.
- Consider the well being and safety of swimmers before development of performance.
- Develop an appropriate working relationship with swimmers, based on mutual trust and respect.
- Ensure all activities are appropriate to the age, ability and experience of those taking part.
- Follow all guidelines laid down by the Amateur Swimming Association and the club.
- Ensure swimmers are selected for competition on their ability.
- Work to gain and maintain the appropriate valid qualifications.
- Undertake continuing Professional Development (training).
- Never exert undue influence over swimmers to gain personal benefit or reward.
- Never condone rule violation, rough play, or use of prohibited substances.
- Encourage all swimmers to value their performance, and not just results.
- Recognise and celebrate good performance.
- Take appropriate and timely action on behavioural problems.
- Keep parents updated on their child's progress.
- Start and finish training sessions on time.

Code of Conduct for Parents/Guardians/Carers

Parents and guardians have a responsibility to support their children and help them enjoy their swimming.

- Remember children swim for their own enjoyment, not their parents.
- Encourage your child to learn the rules and play within them.
- Ensure children behave in a manner that does not interfere with other swimmers.
- Encourage your child to follow the coaches' advice.
- Discourage unfair play and arguing with officials.
- Keep winning and losing in perspective. Help your child recognise good performances, not just results.
- Never force your child to take part in sport.
- Applaud the good performances of others.
- Never punish a child for a poor swim.
- Accept officials' decisions.
- Encourage your child's involvement and help them enjoy the sport.
- Use correct and proper language at all times.
- Ensure you bring your child to training sessions in good time.
- Arrive promptly at the end of training sessions to collect your child.
- Keep up to date with club information posted on the notice board and club web site.
- Pay fees on time.
- Inform the club promptly of any change in contact information and any other relevant information we need to know about.
- Do not allow your child to swim if they are unwell.