

COSACSS EQUITY POLICY STATEMENT

COSACSS is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

COSACSS will ensure that equity as stated in the club rules is incorporated in all aspects of its activities and also recognises and adopts the Sport England definition of Sports Equity.

Sports Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of Society, whatever their age, ability, gender, race, ethnicity, sexually or socio-economic status.

COSACSS is committed to everyone having the right to enjoy their sport in an environment free from threat of Discrimination, Intimidation, Harassment and Abuse.

All COSACSS members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

COSACSS will deal with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures.

CODE OF CONDUCT FOR PARENTS

OBJECTIVES

To make Parents/Guardians of COSACSS swimmers fully aware of their rights and responsibilities.

COSACSS Swimming Club is fully committed to safeguarding and promoting the well being of all it's members.

COSACSS Swimming Club believes that it is important that swimmers, coaches, helpers and parents associated with the club should at all times, show respect and understanding for the safety and welfare of others, as well as safety and welfare of themselves.

COSACSS swimming club members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the Welfare Officer or Club Chairman.

All COSACSS Swimming Club Parents are expected to:

1. Complete and return the COSACSS Membership Form and detail any health concerns relevant to the child. Any changes in the state of the child's health should be reported to the Coach prior to the session. You must ensure that COSACSS swimming Club has up to date contact details for you and any alternative person.
2. Ensure your child is properly and adequately attired for the training session/events including all required equipment, i.e. hats, goggles etc.
3. Refrain from criticising a Coach in the presence of your child, other swimmers and parents. The bond between the swimmer and coach is important and should not be undermined.
4. Refrain from entering onto poolside during training or competition unless invited to do so by the Coach.
5. Make an appointment to discuss any concerns regarding your swimmer with the Coach at a convenient and appropriate time.
6. Actively participate in helping the club progress by offering assistance and support to the coaches and committee.
7. Be patient with progress - understand that the journey to the top can be a long one and that "Success is a journey not a destination. The doing is often more important than the outcome" (ASA Long Tern Athlete Development).
8. Encourage your child to abide by the ASA rules for swimming.
9. Discourage unfair play and arguing with officials and coaches.

10. Help your child to recognise good performance, not just results
11. Never force your child to take part in swimming.
- 12 Set a good example by recognising fair play and applauding good performance by ALL swimmers.
13. Never punish or belittle your child, or other swimmers for losing or making mistakes.
14. Publicly accept the officials' judgments.
15. Support your swimmers involvement and help them to enjoy swimming.
16. Use correct and proper language at all times.
17. Encourage and guide swimmers to accept responsibility for their own performance and behaviour.
18. Bullying will not be tolerated.
19. Disciplinary matters for unacceptable conduct are at the discretion of the Coach and Chaperones, who in accordance with Club policies are acting in loco parentis (i.e. with the authority and responsibility of a parent)

Training Sessions

COSACSS Swimming Club Parents and Guardians should:

1. Ensure that your child arrives at training in good time before the start of the session. Do not leave your child until you are satisfied that the Coach is on poolside.
2. Ensure the coach has a contact number for you if you are not staying for the session.
3. Ensure your child is aware of who is collecting them and has the correct contact number.
4. Inform the Coach before a session if your child is to be collected early from a coaching session/gala and if so by whom.
5. Ensure that you arrive to collect your child before the scheduled end of the session. Your child's behaviour and safety is your responsibility until they are poolside and in the presence of the Coach at the start of the session. They then become the Coach's responsibility until the swimmer leaves the poolside At that point all parents must resume responsibility for their children.

Be aware that if your child leaves the session early for any reason, the Coach cannot be responsible for the child's well-being, as it is impossible for the Coach to leave poolside as he is also the Lifeguard.

6. Be supportive and not intrusive, trust the coaches and do not try and interfere with the session. Refrain from communicating with your child during the training session, let your coach do the coaching.

7. If the Coach changes your child's lane please remember the change is to provide appropriate levels of training and enable your child to progress and should be facilitated and encouraged at all times.

8. Be patient with progress....understand that the journey to the top can be a long one and that "the journey is more important than the destination"

Competition

COSACSS swimming club parents should

1. Ensure your child is attired in the **official** COSACSS kit, i.e. Hat & Polo shirt
2. Show respect and compliance towards officials, coaches and chaperones.
3. Behave responsibly as a spectator at galas and treat swimmers, coaches committee members and parents of COSACSS and other clubs with due respect, meeting the ASA commitment to Equality, Diversity and inclusion.
4. Behave in a manner that supports and reflects the good name of COSACSS Swimming Club.
5. The Chaperone/Team Manager is responsible for the safety of your child whilst on poolside, but they become the parent's responsibility as soon as they leave that area
6. The Coach is the best judge of a swimmer's performance. The Coach should be your child's first point of communication before and immediately after an event for accurate and specific feedback on their performance.
7. Do not interfere or take your child from the team during a gala without permission from the Coach.
8. Encourage your child to support their Team Mates.
9. Encourage your child to be proud to represent COSACSS
- 10 Most of all help your child enjoy the sport and achieve to the best of their ability.

CODE OF CONDUCT FOR SWIMMERS

OBJECTIVES

To make COSACSS swimmers fully aware of their rights and responsibilities.

General Behaviour

COSACSS swimmers will at all times:

1. Treat all members of the club with due respect including:
 - Fellow Swimmers
 - Coaches
 - Officials
 - General Public
2. Treat all swimmers & representatives from other clubs/officials/pool staff politely and with due respect.
3. The use of inappropriate or abusive language, bullying, harassment or physical violence will not be tolerated, either on poolside or in any public areas and could result in action being taken through the club disciplinary or child welfare policy.
4. Participate in their sport within the rules of the ASA and respect both officials and their decisions.
5. Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.

Training Sessions

COSACSS swimmers should:

1. Arrive in good time to stretch before start time. If you are unavoidably late for a session, apologise to your coach and ask permission to train. If you arrive after the warm up has been completed or when there is insufficient time left to fully warm up, your coach may not allow you to swim.
2. Respect the changing facilities of the centre
3. Have all of your equipment with you, i.e. paddles, kick boards. hats, goggles etc.

4. Use the toilet before training begins, and always inform the coach if you need to leave the pool
5. Keep hydrated – have at least 1 filled water bottle ready for consumption during training.
6. Pay attention to pre-training instructions and explanation of the set – it wastes time for both the coaches and the swimmers if instructions need repeating.
7. Always swim to the wall as you do in a race, and practice turns as instructed.
8. Don't stop and stand in the lane, you may get injured.
9. Don't pull on the lane ropes as this may injure other swimmers.
10. Don't skip lengths or sets, you are only cheating yourself.
11. Think about what you are doing during training.
12. Be aware that younger swimmers may be training and changing with you.
Please consider this in your behaviour and language

Lane Etiquette

COSACSS swimmers must:

1. Having been allocated to a lane by the Coach, accept the Coach's decision and train accordingly
2. Remain conscious of where your teammates are in the lane.
3. Be considerate to allow a faster swimmer to pass safely by slowing down, avoid stopping where possible, and do not submerge to let the swimmer pass.
4. Faster swimmers must realise that slower swimmers are trying just as hard as they are and their set is no less important.
5. Pulling on other swimmers is forbidden.
6. One touch ONLY to the foot of the swimmer in front on the side that you are passing is allowed and can be helpful.
7. Don't swim on another swimmers feet/too close, this is annoying and disrespectful to that swimmer, a 5 sec gap is ideal.
8. Don't swim in the middle of the lane, this is the area to be used for passing and is also the extra space needed for the extra inches of the arms and legs of Breaststrokes and Flyers.

9. Remember to allow other swimmers behind you to turn or finish correctly and safely (move out of the way of their finish)

Changing Room Etiquette

1. Respect the Changing Room facilities....They should not be used as a playground
2. There should be no use of electronic equipment with photograph taking abilities in the Changing Rooms or on the viewing balcony.

Competition

COSACSS swimmers must

1. Swim events and galas that the Coach has selected you for (unless agreed otherwise by prior agreement). Show respect and compliance to requests and instructions from the Coach, team manager and chaperones.
2. Behave in a manner that supports and reflects the good name of COSACSS.
3. Wear official COSACSS kit ,i.e. Swim Hats and shirts. Club shirts must be worn for the presentation of medals and awards.
4. Warm up properly by swimming, not playing or stopping in the lane. Obey the instructions of the Warm Up Marshalls
5. Be part of the TEAM. Stay with the Team on poolside throughout the Gala. If you wish to leave poolside for any reason you must ask permission of the Coach, Team Manager or Chaperone. If you do leave poolside for any reason ensure that you wear appropriate clothing and footwear.
6. Support your Team Mates.
7. Swim down after each race, if the facility is available, do not use this time to play.
8. After your race report directly to the Coach (not your parents). Receive feedback on your race and splits.
9. Let the Coach be the judge of your performance, it is important that you talk and listen to your Coach immediately before and immediately after your event for accurate and specific feedback on your performance. Make a mental note of any suggestions for improvement which you can practise in training and implement in future competitions.
10. Publicly accept all the judgments of Officials. If there is a need to speak to the referee this must be done through your coach.

COSACSS SOCIAL MEDIA POLICY

Cosacss understand the importance of new technology for children and young people's development. However we recognise that relevant safeguards need to be put in place by sports clubs to ensure children and young people remain safe whilst online or using social media. As a club we also feel that this applies to parents/carers and their conduct on social media

We ask that you take a few minutes to read through and discuss this policy with your children

We will be responsible for our behaviour when using the internet and other online media at the club, including the resources we access and our use of language within this forum in general or about others within or outside the club

We will not deliberately browse, download or access material that could be considered offensive or illegal. If we accidentally come across such material we will report this to an adult or the club

We will not use social networking or the internet to send anyone material that could be considered threatening, offensive, upsetting, bullying or illegal

We understand that our use of internet and other online media or club ICT equipment can be monitored, logged and made available to my coach and other staff members at the club

We will not give out any of our personal information such as name, age, address or telephone number

We will not share our passwords with anyone else

I will not arrange to meet someone unless accompanied by a member of staff or parent/carer