



Dear Squad Swimmers and Parents,

Friday 21 June 2024

Thank you for welcoming me to the program, I have enjoyed the process of getting to know the athletes, families and the broader Royal Life Saving team. As part of the establishment of the new Royal Life Saving Squad Program, we seek to establish or clarify our policies. This policy will help guide the program and ensure consistency across all squad levels. Our aim is to have a positive and supportive environment for all.

Royal Life Saving NSW Aquatic Academy is fortunate to have attracted and developed highly experienced, professional coaches working to develop your children into better swimmers and more importantly, disciplined people. As parents, it is essential that you give our coaching staff the respect and authority they deserve to run our swim team fairly and consistently.

We believe that Athletes, Parents and Coaches all must work together to be successful. Not only as a squad and team, but individually as swimmers and people. It is through this cohesive approach, that we set the following requirements for:

- Athletes
- Parents
- Coaches

All are required to sign and agree to the following code of conduct so we can start this program off on the right path to success.

Please read over the following information and sign the last page. Once completed, return this to your coach. All athletes will be required to sign and return this document prior to Friday 28 June 2024.

Kind Regards,

Gavin Stewart (Head Coach)

squads@royalnsw.com.au

(02) 8814 8637





Royal Life Saving NSW Aquatic Academy - General Code of Conduct

- Respect the rights, dignity and worth of all individuals involved in the swimming community regardless of gender, ability, sexual orientation, cultural background, and religion.
- Understand, and conduct yourself within, Royal Life Saving NSW Aquatic Academy's Terms and Conditions of Entry.
- Understand, and conduct yourself within the standards, rules and policies set by Swimming NSW and Swimming Australia.
- Be a positive role model who is ethical, considerate, fair, courteous, and honest.
- Be professional in, and accept responsibility for, your actions.
- Provide a safe, welcoming, and inclusive environment that places the health, welfare, and wellbeing of participants above all else.
- Refrain from any form of abuse, harassment, discrimination, victimisation, or bullying towards others, whether in person or online.
- Conduct yourself appropriately when using Social Networking, in accordance with the Social Networking Policies.
- Avoid engaging in, or advocating the possession of, the use of banned performance enhancing substances or methods, or illicit drugs.
- Oppose actions that may jeopardise the integrity of the sport of Swimming, such as match fixing, illegal sports betting, or other corruption.

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Swimmers

Our Code of Conduct for Swimmers applies to all Royal Life Saving NSW Aquatic Academy swimmers in situations where they are representing the Royal Life Saving NSW Aquatic Academy swim program, whether in training, in competition or on representative teams. Our Code guides the expected behaviour of swimmers when engaging with other swimmers, coaches, staff, parents, and officials. These standards also apply to representing AquaBlitz Swimming Club.

- Treat other swimmers as you would like to be treated.
- Contribute to a positive swimming environment by working hard for yourself and for the team and allowing others the same opportunity.
- Always support your teammates and coaches and cooperate with opponents, administrators, and officials.
- Accept decisions made by officials. Use the appropriate rules and guidelines to resolve disputes.
- Respect your coach, and work with your coach to optimise success and enjoyment in the squad.
- Respect the facilities, equipment and resources that have been provided to support your swimming development.
- Participate in swimming for your own individual enjoyment and personal satisfaction.
- Swimmers should keep to their agreed timings for training and competitions or inform their coach if they are going to be late.
- Be consistent in your training habits – create good habits that are beneficial to yourself as well as those sharing the squad with you.
- When sharing facilities with the public or in the public eye, swimmers are expected to always behave in a manner that reflects the good name of Royal Life Saving NSW Aquatic Academy's Squad Program, and Royal Life Saving NSW | ACT | TAS.
- Swimmers must be on their best behaviour in changing rooms (before and after swimming) and respect others using this space. Swimmers are not permitted to use the changerooms in the middle of the Venue. They are to use the Training Pool changerooms.
- Bullying will not be tolerated.
- Disciplinary matters and termination of unacceptable conduct are at the discretion of the coach and Royal Life Saving NSW Aquatic Academy management.
- The swimmer must conform to all aspects of the training asked, and competition times before moving to the next level, at the discretion of the coaching staff.

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Parents/Guardians

Our Code of Conduct for Parents/Guardians applies to parents and guardians in situations where they are acting as a representative of the Royal Life Saving NSW Aquatic Academy swim program, or in the environment of Royal Life Saving NSW Aquatic Academy. The Code guides the expected behaviour of parents when engaging with their own children, other swimmers and parents, coaches, and officials.

- Encourage your child to participate in the sport for their own individual enjoyment and personal satisfaction.
- Focus on your child's effort and performance, rather than winning or losing, ensuring you do not criticise your child or other children for performing below expectation.
- Practise teamwork with all parents, swimmers, and coaches by supporting the values of discipline, loyalty, commitment, and hard work.
- Encourage your child to follow the rules of the sport and accept any judgements made by officials through both your actions and words. During competitions, questions or concerns regarding decisions made by meet officials are directed to a member of our coaching staff. Parents address officials via the coaching staff only.
- Trust and respect decisions made regarding the development and direction of your child's swimming.
- Refrain from being on pool deck or sitting behind the coaching staff while they are coaching, unless invited by the coach. This gives the coaches the space to build strong working relationships and they can communicate directly with the children, without parent involvement. Refrain from coaching your child, or other swimmers, and show the coach the respect they deserve.
- Show trust and respect towards coaches and administrators and ensure that any issues are raised at a mutually convenient time.
- Show respect to the coaches by getting swimmers to the pool on time.
- Encourage and guide swimmers to accept responsibility for their own performance and behaviour.
- The carpark at the Aquatic Academy is not to be used for long term parking during the hours of 3:30pm – 7:30pm Monday to Friday and 8am and 12noon Saturday.
- Bullying and intimidation will not be tolerated.
- Disciplinary matters and termination of unacceptable conduct are at the discretion of the coach and Royal Life Saving NSW Aquatic Academy Management.
- Always maintain self-control and understand the following roles:

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Coaches / Aquatic Academy Staff

Our Code of Conduct for Coaches/Staff applies to paid coaching staff or volunteers in situations where they are acting as a representative of the Royal Life Saving NSW Aquatic Academy swim program. Our Code guides the expected behaviour of coaches when engaging with other coaches, swimmers, parents, and officials.

- Be responsible and approachable on matters concerning the coaching, training, and development of swimmers.
- Provide leadership to help each swimmer reach their potential by respecting the talent, developmental stage, and goals of each swimmer.
- Use positive language that provides clear direction, boosts confidence, encourages, and affirms each swimmer.
- Model honesty and fairness as the basis of decisions and ensure that decisions concerning swimmer development can be justified in an objective and reasonable manner.
- Keep the physical and emotional wellbeing of swimmers in training and competition at the centre of swimmer development.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the swimmer's skill development.
- Actively engage with parents and foster an environment of communication, mutual support, and respect
- Take responsibility for ensuring that everyone respects the facilities, equipment and resources that have been provided to them.

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Social Networking Policy

All participants must conduct themselves appropriately when using Social Networking in relation to sharing information and content. This includes but is not limited to Social Networking as an electronic means of engaging with others, in public or private forums.

When using Social Networking sites to share information or content related to Swimming or athletes, any postings, blogs, status updates, and tweets (or similar) must not contain material which:

- is or has the potential to be offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist, or otherwise inappropriate.
- is inaccurate or misleading.
- is in breach of the Code of Conduct.
- breaches the privacy or confidentiality of others.
- brings or is likely to bring Royal Life Saving NSW Aquatic Academy, Aquablitz Toongabbie Swim Club, Swimming Australia, Swimming NSW, a member, themselves, or the sport of Swimming into disrepute.

Please sign the form below to confirm that you have read and understand the Code of Conduct. Noncompliance with this will jeopardise your swimmers' place in the Royal Life Saving NSW Aquatic Academy Squad Program

I have read, understood, and agree to abide by Royal Life Saving NSW Aquatic Academy Squad Program's 2024 Code of Conduct.

SWIMMER'S NAME: _____

SWIMMER'S SIGNATURE: _____ DATE: _____

PARENT'S SIGNATURE: _____ DATE: _____

COACH'S SIGNATURE: _____ DATE: _____





Commitment Statement

I agree to uphold the principles of FAIRNESS, RESPECT, RESPONSIBILITY AND SAFETY, and in doing so I will:

1. Commit to my training and always give my best
2. Listen to my Coach and treat them with respect
3. Treat the facility that I swim in and the equipment that I use appropriately
4. Be a role model to my fellow swimmers
5. Be prepared for every training session

Any swimmer seen not to be abiding by the Code of Conduct will be removed from training. This will be at the discretion of the Coach.

We have read the above statements and agree to abide by the expected levels of behaviour showing full commitment to the Royal Life Saving NSW Aquatic Academy squad program.

SWIMMER'S NAME: _____

SWIMMER'S SIGNATURE: _____ DATE: _____

PARENT'S SIGNATURE: _____ DATE: _____

