

RLSS UK Code of Ethics and Conduct

This Code applies to all those involved in the sport of Lifesaving at every level, including participants, Officials, Assessors, Trainers, Administrators, Club Officials, volunteers, parents and spectators. All such individuals have a responsibility to act according to the highest standard of integrity, and to ensure that the reputation of Lifesaving is beyond reproach.

Allegations of a child protection nature and concerns about poor practice relating to the breaking of this Code must follow the reporting procedures as contained in regulation 7.0 (Appendix B). All other allegations not within the ambit of the RLSS UK Safeguarding and Protecting Children policies and procedures should be addressed by the internal rules of the affiliated Cub concerned.

Those involved in Lifesaving must respect the rights, dignity and worth of every person, participant and non-participant alike, treating everyone equally within the context of the sport. In particular, to be aware of the special needs of young people, their well being, including difficulties or possible abuse experienced from within the sport or from other sources. Lifesaving has a duty to ensure that every child and young person involved in Lifesaving is able to participate in an enjoyable and safe environment and be protected from abuse.

Those involved in Lifesaving accept that all children and young people have the following basic rights:

- ✓ to be valued as a person
- ✓ to be treated with dignity and respect
- ✓ to be cared for as a young person, acknowledging their potential additional vulnerability and need for safeguarding and protection
- ✓ to have the barriers that some children and young people face to getting help because of their racial origin, barriers to communication, gender, age, religious belief or disability, sexual orientation, social background and culture recognised and addressed
- ✓ to be kept safe

Those involved in Lifesaving will provide an environment in which each young person feels safe and cared for, is valued, and is treated with dignity and respect.

Those involved in Lifesaving will discharge their duty of care to protect each young person from abuse.

Lifesaving is committed to maintaining the highest possible standards of behaviour and conduct at all Lifesaving training, competitions and events.

Equity

Lifesaving is opposed to discrimination of any form and will promote measures to prevent discrimination, in whatever form, from which it is being expressed.

All those involved in Lifesaving must respect the rights and choices of all human beings, treating everyone equally and sensitively regardless of their age, gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

The following Codes of Conduct must be adhered to at all times so that Lifesaving can be enjoyed by all.

Trainers and Assessors

This Code is a RLSS UK Trainer and Assessor Education Programme policy within which an accredited RLSS UK Trainer and Assessor MUST WORK. It should be used in conjunction with ALL other RLSS UK and Trainer and Training policies, procedures or recognised standards.

Through this Code, Assessors and Trainers who are accredited by RLSS UK accept their responsibility to sports performers and their parents and families, to Training and to RLSS UK affiliated Clubs, employers and all other colleagues.

Humanity

The Trainer/Assessor must respect the rights and choices of all human beings, treating everyone equally and sensitively regardless of their age, gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

Relationships

All RLSS UK Trainer/Assessors must be concerned with:

- ✓ The safety, well being and protection of all individuals in their charge, ensuring that all training and competing demands are not detrimental to the social, emotional, intellectual and physical needs of the individual;
- ✓ Encouraging independence through guiding participants to accept responsibility for their own behaviour and performance within training and competition;
- ✓ Ensuring their behaviour is not misconstrued or open to allegations of favouritism, misconduct or impropriety, particularly where physical contact between Trainer/Assessor and participant is necessary within Training practice or assessment;
- ✓ Ensuring participants and relevant people are aware of their qualifications and experience, respecting the rights of the performers to choose to consent or decline to participate within Training or competing situations;
- ✓ Refraining from public criticism of other Trainers/Assessors, Staff, Volunteers or Officials – the definition of public in this instance means criticism expressed before, during and after training or competition and in any branch of the media, in meetings, workshops, conferences or at any time when you are working on behalf of, or representing the Royal Life Saving Society UK.

Integrity

All RLSS UK Trainer/Assessor, Staff, Coaches and volunteers must

- ✓ Abide by the rules of RLSS UK;
- ✓ Follow fair play and ethical guidelines;
- ✓ Ensure that all training, assessment and competition is suitable and relevant dependant on the age, maturity, experience and ability of participants;
- ✓ Promote the prevention and education of the misuse of performance enhancing drugs and illegal substances and abide by the WADA Anti Doping code;
- ✓ All Trainer Assessors and Coaches must accurately present and evidence, upon request, details of their training qualifications and services;
- ✓ Trainers/Assessors claiming an affiliation, sponsorship or accreditation with any organisation should do so in a truthful and accurate manner;
- ✓ All Trainers/Assessors must declare, to the appropriate body, any criminal convictions.

Confidentiality

The Trainer/Assessor and participant must reach an agreement about what is to be regarded as confidential information. Confidentiality does not preclude disclosure of information to persons who can be judged to have a right to know. For example:

- ✓ Evaluation for selection purposes;
- ✓ Recommendations for employment;
- ✓ In matters of discipline within the sport;
- ✓ In matters of disciplinary action by a sports organisation against one of its members;
- ✓ Legal and medical requirements;
- ✓ Recommendations to parents/family where the health and safety of participants might be at risk;
- ✓ In pursuit of action to protect children and young persons from abuse.

The RLSS UK has adopted the standard NGB Information sharing protocol for Safeguarding and Protecting Children. For further information on the protocol please refer to Appendix G “Protocol for information sharing”

Personal Standards

- ✓ RLSS UK Trainers/Assessors within the Training/competing environment must not attempt to exert undue influences and pressures in order to obtain personal benefit and reward.
- ✓ Trainers/Assessors must display high personal standards that project a favourable image of Lifesaving including:
 - o Good personal appearance that projects an image of health, cleanliness and functional efficiency;
 - o Trainers/Assessors, Staff, Volunteers and Officials should never smoke when in the Training or Competition environment or whilst they have a duty of care to young people;
 - o Trainers/Assessors, Staff, Volunteers and Officials should refrain from drinking alcohol in the Training or Competition environment or whilst they have a duty of care to young people.

Competence

- ✓ All Trainers/Assessors must be appropriately qualified as per the requirements of the RLSS UK Trainer Assessor Education Programme and should be able to refer to the RLSS UK TA Declaration of Competence.
- ✓ Trainers/Assessors should regularly seek ways of increasing their personal and professional development and ensure that they access training and learning opportunities in relation to safeguarding and protecting children appropriate to their role in accordance with the guidance within Working Together to Safeguard Children 1999 and 2006.
- ✓ Trainers/Assessors must be receptive to employing systems of evaluation that include self-evaluation and also external evaluation in an effort to assess the effectiveness of their work.
- ✓ Trainers/Assessors must be able to recognise and accept when to refer or recommend participants to other Assessors or structures. It is the Trainer’s/Assessor’s responsibility as far as possible to:
 - o Verify the competence of the participant;
 - o Verify the competence and integrity of any other persons or structure to which they refer the participant.

Safety

Within the limits of their control Trainers/Assessors, Staff, Volunteers and Officials have a responsibility to:

- ✓ Establish a safe working, training, assessing and competition environment;
- ✓ Ensure as far as possible the safety of the participants with whom they work;
- ✓ Protect children and young people from harm and abuse;

- ✓ Fully prepare their participants for the activities and make them aware of their personal responsibility in terms of safety;
- ✓ Ensure all activities undertaken are suitable for the experience and ability of the participants and in keeping with the approved practices as determined by RLSS UK Trainer and Assessor Education Programme;
- ✓ Communicate and co-ordinate with registered medical and ancillary practitioners in the diagnosis, treatment and management of their participants' medical and psychological problems.

Participants

- ✓ Treat everyone equally and sensitively regardless of their age, gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.
- ✓ Know and abide by the Laws, rules and spirit of the Lifesaving
- ✓ Accept the decisions of the Officials without question or complaint (let your Team Captain or Trainer/Coach/Manager ask the necessary questions) and avoid words or actions which may mislead an Official.
- ✓ Respect the Officials at all times.
- ✓ Exercise self-control at all times and do not use illegal or dangerous tactics.
- ✓ Give maximum effort and strive for the best performance during a training session or competition.
- ✓ Must have the correct qualifications from RLSS UK for the level of competition they are entering.
- ✓ Learn to accept success and failure, victory and defeat with humility and dignity respectively and without excessive emotional displays.
- ✓ Abide by the instructions of the Trainers/Assessors, Staff, Volunteers and Officials provided they do not contradict the spirit of this Code.
- ✓ Treat your team mates and competitors, Trainers/Assessors, Staff, Volunteers and Officials with respect and consideration at all times – treat them, as you yourself would like to be treated.
- ✓ Do not attempt to improve individual performance by the use of banned substances or banned techniques.
- ✓ Do not use foul, sexist or racist language at any time.
- ✓ Be a good sport; applaud good performance, whether by your team or the competitor.
- ✓ Remember that the aim of Lifesaving is to have fun, improve yours skills and feel good.
- ✓ At the end of a competition thank your competitors and the Officials.

Spectators

- ✓ Remember the participants are taking part for their enjoyment not yours.
- ✓ Be on your best behaviour. Do not use foul, sexist or racist language or harass participants.
- ✓ Verbal abuse of participants, Trainers/Assessors, Staff, Volunteers and Officials is not acceptable in any shape or form.
- ✓ Show respect for competitors and Officials, without them there would be no competitions.
- ✓ Acknowledge good performance and fair play by competitors as well as your own participants.
- ✓ Do not ridicule participants who make mistakes.
- ✓ Do not overemphasise the importance of winning.

Parents

- ✓ Teach your child to treat everyone equally and sensitively regardless of their age, gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.
- ✓ Do not force an unwilling child to take part in Lifesaving.
- ✓ Encourage your child always to play by the rules and respect the Officials.
- ✓ Young people are involved in sport for their enjoyment – not yours.

- ✓ Never ridicule or shout at your child for making a mistake or losing a competition.
- ✓ Teach your child that effort is as important as victory, so that the result of each competition is accepted without undue disappointment.
- ✓ Support all efforts to remove verbal, physical and racist abuse from Lifesaving.
- ✓ Turn defeat into victory by helping young people towards skill improvement and good sportsmanship.
- ✓ Remember young people learn best by example.
- ✓ Do not question publicly the judgement of Officials and never their honesty.
- ✓ Respect the decision of the Trainers/Assessors, Staff, Volunteers and Officials, they know Lifesaving and the young persons ability and capability.
- ✓ Recognise the value and importance of volunteer Trainers/Assessors, Staff, Volunteers and Officials – they give their time, energy and resources to provide recreational activities for your child.
- ✓ Insist on fair and disciplined play – do not tolerate foul play, cheating, foul, sexist and racist language.

Officials

- ✓ Must treat everyone equally and sensitively regardless of their age, gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.
- ✓ Be consistent, objective, impartial and courteous when applying the rules of Lifesaving.
- ✓ RLSS UK does not advise Officials to travel alone with young people (under the age of 18) to competitions. We advise you generally always have another adult with you at all times. See Appendix E for further guidelines on transporting children.
- ✓ Compliment all competitors on good performance when the opportunity arises.
- ✓ Use common sense to ensure the spirit of the sport is not lost.
- ✓ Show patience and understanding towards participants who may be learning the sport.
- ✓ Must be in possession of and follow scrupulously and conscientiously all rules and regulations published by International Life Saving
- ✓ Make every effort to prepare fully for a competition, both physically and mentally.
- ✓ Do not be afraid to make decisions. An Official should be firm and fair at all times and must resist any possible influence from protests on the part of participants, team officials or spectators.
- ✓ Show respect towards participants and Team Officials.
- ✓ Be honest and completely impartial at all times.
- ✓ Decline to be appointed to a competition if not completely mentally and physically fit (because of illness, injury, or for family or other reasons).
- ✓ Inform the person or body directly responsible if unable to officiate for any reason.
- ✓ Refrain from requesting hospitality of any kind, or accept any hospitality offered and considered to be excessive, this could be misconstrued as a form of bribe.
- ✓ Always have regard to the best interests of Lifesaving, including where publicly expressing an opinion on the competition or any particular aspect of it, including others involved in the competition.
- ✓ Do not tolerate foul, sexist or racist language from participants and/or Officials.
- ✓ Must comply with the decisions of the Chief Judge and/or Jury taken within their authority.
- ✓ In reports Officials should set out the true facts and not attempt to justify any decisions.
- ✓ An Official should refrain from publicly expressing any criticism of fellow Officials.
- ✓ An Official should assist with the development of less experienced Officials.
- ✓ An Official must uphold the authority and dignity of International Lifesaving

Club Officials

- ✓ Must treat everyone equally and sensitively regardless of their age, gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

- ✓ Accept the special role that you have to play in the establishment of standards by setting a good example of behaviour and conduct at all times.
- ✓ Do not manipulate the rules in order to benefit yourself personally or your Club.
- ✓ Encourage participants and Trainers/Assessors, Staff, Volunteers and Officials to abide by the rules and spirit of the sport.
- ✓ Do not use foul, sexist or racist language.
- ✓ Use your official position to take action against spectators who harass, abuse or use foul, sexist or racist language towards participants, Trainers/Assessors, Staff, Volunteers and Officials.
- ✓ Ensure that proper supervision is provided with suitably qualified Trainers/Assessors and Officials who are capable of promoting good sporting behaviour and good technical skills.
- ✓ Ensure all equipment and facilities meet safety standards.
- ✓ Respect the rights of other Clubs, Branches and Regions.
- ✓ Show respect to Trainers/Assessors, Staff, Volunteers and Officials, participants and others involved in the sport.
- ✓ Do not endeavour to influence the result of a competition by any actions that are not strictly within the rules of Lifesaving
- ✓ Remember Lifesaving and sport is enjoyed for its own sake – play down the importance of winning.
- ✓ Always have regard to the best interests of the sport, including where publicly expressing an opinion on the competition or any particular aspect of it, including others involved in the competition.
- ✓ Resist illegal or unsporting influences, including banned substances and techniques.
- ✓ Promote ethical principles.
- ✓ Accept the decisions of the Officials without protest.
- ✓ Avoid words or actions, which may mislead an Official.

The **Drowning Prevention** Charity

