

## Swim Wales Code of Ethics

### Introduction

Swim Wales ethics are the moral standards we rely on when we make decisions, manage and participate in our sport and related activities. Our code will become our norm, it will define what is right and outline the kind of behaviour that is expected and must be upheld throughout our sport.

Swim Wales ethical values include basic concepts and fundamental principles of decent social behaviour, the right of natural justice, respect for the rules and regulations of our sport/activity, concern for health and safety and for the environment.

At the heart of Swim Wales, ethics is acknowledgement and concern about something or someone outside of our own self-interest and needs.

### Swim Wales Code of Ethics

Swim Wales is committed to undertaking all aspects of its work as a National Governing Body of Sport whilst upholding our agreed ethical principles.

Swim Wales Board, staff and members are required to:

- Act with honesty and integrity at all times
- Act fairly and with care, particularly when dealing with disputes and difficulties
- Obey the law
- 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 Swim Wales 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 SWCSP (Swim Wales Child Safeguarding Policy and Procedures) and Swim Wales Adults at Risk Policy (SWAARP)
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and wellbeing and the safety and wellbeing 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 and not do anything to harm our good reputation
- Declare any history or instances where you were disciplined, dismissed, cautioned, warned or convicted of any offence relating to children/young people/Adults at Risk on a Self-Declaration form submitted to Swim Wales Head of Governance
- Adhere to SWCSP Swim Wales Child Safeguarding and Adults at Risk Policy and Procedures
- Adhere to British Swimming Anti-Doping Rules
- Adhere to Swim Wales Equality Policy
- Adhere to the Swim Wales Rules and Regulations
- Adhere to the Swim Wales Codes of Conduct. Swim Wales members should note that this is a general “umbrella” code and is supplemented by Swim Wales Codes of Conduct.

### **Links with Other Policies**

Our code of ethics links directly to other policies and procedures, in particular, but not limited to; Codes of Conduct, Conflict of Interest, Confidentiality, Whistleblowing and Equality.

### **Management of Swim Wales Ethics**

Swim Wales’ Chief Executive Officer and the Senior Management Team will monitor and review the way that Swim Wales works within our ethical framework. Complaints, concerns and disciplinary processes (and associated appeals procedures) will be followed for any person or decision-making group that acts outside of the policy, or attempts malicious or self-serving use of the code for individual benefit.