

England Talent Code of Conduct

Athletes, Staff & Volunteers

Objective and Scope

The purpose of this document is to establish a set of guidelines and procedures, which outline the responsibilities and behaviour of both athlete, staff and volunteers who are attending England Talent regional, national, domestic and offshore camps. Whilst it is specifically aimed at "away" trips where travel and accommodation are required, it is expected that the principles of the Code of Conduct should be followed at all events and training sessions.

Code of Conduct

Behaviour and Personal Conduct must at all times be of a high standard and reflect favourably on the sport, and the Programme. Language in public or relevant group situations must always be appropriate and socially acceptable.

Any team member who withdraws from the team following selection may be liable, if applicable, for the reimbursement of any costs incurred on behalf of that team member.

Consumption of Alcohol is totally forbidden for athletes under-age as defined by UK law. It must not be consumed by athletes or staff members whilst *en route*, prior to, or following a competition event, training camp or team activities. During competition alcohol is strictly forbidden to all athletes, staff and volunteers.

Smoking: is prohibited by athletes and staff whilst *en route*, prior to, during or following a competition event, training session or team activities.

Personal Appearance: shall be appropriate to the circumstances and as indicated by the Team Manager. Team kit and equipment shall be worn as directed by the Team Manager when competing and training, when assembling or travelling, at official team functions or on other occasions as notified.

Attendance at all activities is expected unless agreed by the Team Manager. Throughout the duration of the trip athletes should inform staff of their whereabouts. Punctuality on all occasions is essential, and any curfew must be observed.

Illegal and Performance Enhancing Drugs and Substances are strictly forbidden. Athletes, staff and volunteers are expected to be aware of the current list of banned substances and particular care must be exercised if anyone is on medication prior to or during a meet.

Illegal Drugs and Substances: The use of these, even though they may not appear on the official banned list in respect of performance enhancing drugs, is nonetheless prohibited.

Athletes, staff and volunteers shall be deemed to have made him/herself familiar with, and hereby agrees to be bound by the British Swimming Anti-Doping Rules and to submit to the authority of UK Anti-Doping and any other appropriate body in the application and enforcement of those Rules.

The individual agrees to cooperate fully with any World Anti-Doping Code compliant anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body.

Accommodation at hotels or equivalent must be as directed by the England Talent staff and at no times must anyone extra be accommodated in athletes' rooms.

The use of mobile phones and other electronic devices are strictly prohibited in any changing area at the camp. All mobile phones and electronic devices brought to the camp must be turned off and placed in the athletes' bags throughout the Camp to enable athletes to concentrate on the sessions being provided during the day and to network with other athlete's during any breaks.

Any failure to comply with these requirements may lead to the athlete being suspended immediately from the camp and any future Camp and/or the matter being reported to the County Welfare Officer and the Police (if appropriate). It is suggested that athletes hand their mobile phones or other devices to parents before the Camp starts.

Medication: It is important that information on all medication being currently taken should be reported to the Team Manager immediately on arrival at camp/event who will report it to the relevant personnel. Allergies to any medication must also be reported immediately to the Team Manager.

Sanctions:

Breaches of the Code of Conduct shall be dealt with in the first instance by the Team Manager or Coach. He/she shall report the incident to the Lead Swim England National Talent Officer who shall take such further action as is deemed necessary

In addition, it is expected that all Athletes, Staff and Volunteers when attending any event or training session shall:

- Comply with the codes, rules and laws within the guidelines set out by Swim England.
- Behave without discrimination on the grounds of race, colour, language, religion, birth, gender or social status as set out in the equal opportunities policy.
- Respect the basic human rights, worth and dignity of each member.
- Not encourage athletes, volunteers, officials or parents to violate the rules of the Talent Programme or the sport.
- Observe the authority and the decisions of all staff and officials.
- Encourage all athletes to obey the spirit of the rules and laws both in and out of the pool.
- Treat other competitors and teams with respect, in victory and defeat.

Online Data Form

Agreement will be made with the code of conduct via the online data form.