

NATIONAL TEAM STAFF

CODE OF CONDUCT

Approved by the NWPC November 2018

Introduction

3001. The National Water Polo Committee (NWPC) determine that it is essential that the sport of water polo is conducted in a safe and player supported manner where the development, safety and performance of all officials and players is the priority for the organization.
3002. Ireland Water Polo National Team Staff must comply with the Code of Conduct set out for national team managers and all other staff members including coaches, assistant coaches, and medical support staff.
3003. All staff members as defined will be familiar with and sign off agreement to comply with this code of conduct prior to assuming their position/appointment.

Code of Conduct

3004. National team staff will be familiar with and follow the required procedures in this Code of Conduct document, Swim Ireland Rules and other National team protocols and requirements.
3005. National team staff will carry out their duties and responsibilities understanding that the welfare of athletes is paramount. Officials will be qualified for their position and have up-to-date knowledge and skills as required by Swim Ireland
3006. National team staff will create a safe and enjoyable environment for athletes by:
- Planning and preparing appropriately and be positive during team activities
 - Making sure all levels of participation should be a positive learning/development experience
 - Setting age appropriate and realistic goals
 - Avoiding favoritism – each athlete will need attention according to their needs
 - Praising and encouraging effort as well as results
 - Showing respect for all involved, athletes and other adults
3007. National team staff will recognise and ensure the welfare of players/athletes by:
- Keeping attendance records as appropriate
 - Not exposing an athlete to hostility or sarcasm
 - Never swearing at, ridiculing, shouting unnecessarily or arguing with a player
 - Being aware of a player's developmental needs and how a player may be psychologically or physically affected (if relevant for your role)
 - Working in an open environment
 - Ensuring there is adequate supervision

- Involving and updating parents (if under 18 years), especially if a problem has arisen
- Respecting an individual's sensitivity to their height and weight
- Never using physical punishment or force
- Not using verbal or physical punishments or exclusion for mistakes

3008. Team staff will not allow or engage in bullying behavior, rough physical games, sexually provocative games, never allow or engage in inappropriate physical contact of any kind or make sexually suggestive comments about or to an athlete.

3009. Team staff will co-operate with the recommendations from medical and ancillary practitioners in the management of a player's medical or related problems. They may request a certificate of medical fitness to ensure safe continued participation.

3010. Team staff will avoid carrying out any medical testing or giving advice of a personal or medical nature if not qualified to do so or undertake any form of therapy in the training of players. Any such activity, if qualified, must only be with parent/guardian consent and the understanding of the athlete

3011. National team staff will keep any information in relation to a player of a personal or medical nature strictly confidential unless the welfare of the player requires the passing on of this information

3012. National team staff will never exert undue influence over a participant to obtain personal benefit or reward.

3013. Team staff will inform and discourage the use of drugs, alcohol and tobacco as it is incompatible with a healthy approach to sporting activity. Avoid the use of alcohol always whilst responsible for players at or around training sessions, events and on trips with players.

Administration

3014. National team staff will complete the Staff Declaration attached and submit as required to the Secretary NWPC prior to assuming a staff role.

NATIONAL TEAM STAFF - CODE OF CONDUCT

STAFF DECLARATION

3015. Have you ever been asked to leave a sporting organisation?

Yes / No

3016. Have you ever been convicted of a criminal offence or been the subject of a caution; a Bound Over Order; or are you at present the subject of criminal investigations?

Yes / No

(If you have answered yes to either questions above Swim Ireland will contact you in confidence)

I have read, understood and agree to abide by this Code of Conduct for National Team Staff, Safeguarding Athletes 2010 and the Rules of Swim Ireland and Ireland Water Polo.

If an allegation of abuse is made against me, I agree to step aside until the results of the investigation are completed

Signed _____ Date:

Print Name _____

Child Protection Number/Date: _____