



# Water Skills For Life Inc. Code of Conduct

Updated July 2018

All Representatives of Water Skills For life must adhere to this code of conduct as outlined This includes but not limited to members, volunteers and partners. This Code of Conduct is to be read and agreed to by all representatives.

## 1. Swim Teachers , Trainee Teachers, Volunteers and Representatives

- Swim teachers must abide by the AUSTSWIM Code of Conduct (Version 3. Issue Date: February 2017) and as amended from time to time
- Appropriate conduct in teaching swimming and water safety and instructing aquatic activities in Australia and overseas; and
- Promote and protects the reputation of Water Skills For Life.
- Ensure that any handling of children is done in an appropriate manner and is only to provide physical support to participants that facilitates learning or safe performance and is consistent with AUSTSWIM recommended teaching practices always putting the welfare of each child first.
- Take personal responsibility for behaving in accordance with the organisations Values, directions and Code of Conduct.
- Ensuring all programs are conducted in a way, which is safe for the participants, involved.
- Maintaining the Water Skills For Life commitment to Quality Customer Services.
- Development and maintaining rapport with swimmers and parents of the programs.
- CPR to be current and copy given to the organisation.
- Positions involve direct contact with children. It is an offence for prohibited persons to work with children under the Child Protection (Working With Children) Act 2012 and this will apply. Appointment to positions which you are in direct contact with children is subject to a “Working with Children Check” and other background screening as may be appropriate. A copy of your Working with Children Check is to be given to Water Skills For Life
- Treat all persons with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status

- Ensure that when teaching with a child or children, this is conducted where you are visible, and a team member is aware of your whereabouts and there is always another adult nearby.
- Challenge discriminating comments and behaviour. Activities should be designed to include all children and to promote positive attitudes towards differences.
- Minimise risks
- Immediately report concerns or allegations of child abuse in accordance with appropriate procedures.

Swim Teachers , Trainee Teachers, Volunteers and Representatives must also:

- Act in a manner that is not unbecoming of an Water Skills For Life Representative or prejudicial to the objectives or interests of Water Skills For Life ;
- Behave professionally and accept responsibility for their words and actions;
- Extend professional courtesy to other representatives, colleagues, participants, students, families and carers and to all other people they speak to, or interact with, while performing their role as member of Water Skills For Life; and
- Only make public comment, including through social media, about Water Skills For Life and its programs that positively promotes the organisation
- Do not engage in discriminatory practices;
- Comply with anti-discrimination laws relevant ;
- Utilise appropriate knowledge, skill and understanding to plan and deliver programs and services that meet the needs of a diverse range of people who use the aquatic environment;
- Modify and adapt teaching and instructing to cater for all people regardless of disability, medical condition, age or culturally and linguistically diverse (CALD) background;
- Prevent any form of abuse between participants and report any allegation or disclosure of child abuse to the relevant authority;
- Ensure that all persons under tuition are treated with courtesy and respect irrespective of individual differences and needs.

## **2. Use of children's images for work related purposes**

Photo Consent is required by Water Skills For life Association and will advise parents/guardians/carers that photographic and film images of participants in the our swim programs may be used by the Association for the purposes of promotion and marketing of our programs. The use of any computers, mobile phones, or video and digital cameras appropriately and compliant with the photographing children policy When photographing or filming a child for the associations related purposes, we will ensure that photographs, films, videos and

DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive

The below is a copy of the consent which is on our Photo Consent Form which is to be signed parents/guardians/carers.

*“I agree to Water Skills for Life Association using my name and image in the promotion and marketing of Swimming and the Association to which I am registered and programs that are conducted by Water Skills for Life Association and the commercial relationships that are entered into in connection with those programs.”*

**Swim Teachers, Trainee Teachers, Volunteers and Representatives Agreement to Code of Conduct.**

My signature below indicates that I have read, understood and accept the provisions of the Code of Conduct for Water Skills For Life Inc.

Full Name:.....

Address: .....

Phone Number: .....

Email Address: .....

Signed: .....

Dated: .....