

England Talent Code of Conduct

Athletes, Support Personnel and Technical Officials

Objective and Scope

This Code of Conduct outlines the expected responsibilities and behaviour of Athletes, Support Personnel and Technical Officials who are part of a talent and/or performance programme or are participating in Talent Activity. For the purposes of this document:

- **“Talent Programme”** shall mean any centrally identified programme, team or squad that represents or is administered by Swim England in any Aquatics discipline for talent or performance purposes.
- **“Talent Activity”** shall mean participating at a camp, competition or any other event and/or workshop organised or attended by the Swim England Talent Programme, whether held domestically or abroad, including travelling to and from such.
- **“Athlete”** shall mean any individual participating in a Talent Activity or a Talent Programme for the purposes of training or competing in the sport.
- **“Support Personnel”** shall mean any individual (whether a Swim England employee or volunteer) participating in a Talent Activity or a Talent Programme for the purposes of supporting Athletes, including but not limited to team managers, and coaches.
- **“Technical Official”** shall mean any individual appointed by Swim England, or appointed by Swim England on behalf of Aquatics GB, to serve as a Technical Official at a Talent Activity or international competition.

This Code of Conduct is additional to, and does not supersede, the Swim England Regulations, the Swim England Code of Ethics and any applicable code of conduct contained within Wavepower.

Code of Conduct

While part of a Talent Programme and/or during Talent Activity, behaviour and personal conduct must at all times be of a high standard, reflecting favourably on the sport and the Swim England Talent Programme. Language in public or relevant group situations must always be appropriate and socially acceptable.

While part of a Talent Programme and/or during Talent Activity, individuals must not act in a manner which brings or risks bringing themselves, Swim England, the aquatics sports, or the Talent Programme into disrepute.

Personal appearance shall be appropriate to the circumstances and as required by Swim England. Team kit and equipment shall be worn as directed by Swim England when competing and training, when assembling or travelling, at official team functions or on other

occasions as notified. If wearing team kit provided to you outside of Talent Activities, you must remember that your conduct reflects on the Swim England Talent Programme and act accordingly.

Team kit shall not be worn by anyone for the purpose of (or in connection with) advertising a personal sponsor without the prior written permission of Swim England.

Attendance at all activities is expected unless agreed with Swim England. Throughout the duration of any trip Athletes, Support Personnel and Technical Officials should inform staff of their whereabouts, unless agreed with Swim England.

Punctual arrival to all activities is essential and any applicable curfew must be observed.

Accommodation at hotels or any equivalent shall be as directed by Swim England, based on a room plan. Each person must stay in their allocated room overnight and must not invite any other individual to stay overnight.

In addition, it is expected that all Athletes, Support Personnel and Technical Officials shall:

- Comply with the Swim England Code of Ethics, Swim England Regulations, applicable Codes of Conduct, and Wavepower.
- 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 person.
- Encourage athletes, volunteers, officials or parents to follow the rules of the Talent Programme or the sport and not encourage anyone to break them.
- Observe the authority and the decisions of all Support Personnel and officials (at a competition).
- 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.

For athletes, and Support Personnel consumption of alcohol, smoking, and vaping at any time during Talent Activity is prohibited.

The use of illegal drugs and substances (whether illegal under UK law or the law of a country hosting a camp or competition) is prohibited.

The use of performance enhancing drugs and substances is prohibited at all times. Athletes, and Support Personnel are expected to be aware of the current [list of banned substances](#) and particular care must be exercised if you are taking medication prior to or during a competition.

Athletes, and Support Personnel are bound by the Aquatics GB Anti-Doping Rules and shall submit to the authority of UK Anti-Doping and any other appropriate body in the application and enforcement of those rules, including by fully cooperating with any investigation or proceedings.

If you are required to complete a medical form prior to attending a Talent Activity, you must fully and truthfully complete and submit the form before the Talent Activity begins and in accordance with any deadlines given. Information about all medication being currently taken should be reported to the Team Manager immediately on arrival at a Talent Activity, who will report it to any other Support Personnel who need to be made aware.

All allergies must be reported immediately to the Team Manager.

Breach:

Where the breach can be dealt with during the Talent Activity itself, it shall be dealt with by the Designated Team Leader, in the event that they are conflicted, the next in line for responsibility.

All breaches should be reported to the Team Manager and/or Team Leader, who will inform the Head of Performance Operations.

Where the breach cannot be addressed during a Talent Activity due to its nature or severity, the Head of Performance Operations will manage the issue and may consult with other individuals within Swim England as necessary, and at their discretion, temporarily withdraw the individual(s) involved from any Talent Activity or Talent Programme if they consider it necessary to protect individuals from harm or to prevent the Swim England Talent Programme from being brought into disrepute.

If the nature of any breach is sufficiently serious that Swim England considers that further action may be required, the individuals involved will be given the opportunity to discuss the matter with the Talent Lead and/or Head of Performance prior to a decision being made. In the event that someone is found to have breached the Code of Conduct, we may apply sanctions, including but not limited to:

1. a ban on participating in one or more Talent Activities or Talent Programmes;
2. withdrawal from an event;
3. being sent home from a Talent Activity; and/or
4. deselection from a Talent Programme.

Any sanction shall be imposed jointly by the Head of Performance and Sports Development Director, having considered all the evidence, and shall be communicated in writing.

We may, at any time, refer a matter to our Safeguarding Team or Office of Judicial Administration or UK Anti-Doping as relevant for further consideration.

In the event that a Swim England employee is alleged to have breached this Code of Conduct, the above shall not apply. Instead, the matter shall be resolved in accordance with their employment contract.