

## Royal Life Saving Society Code of Conduct

Staff and volunteers, especially in teaching roles, are crucial to the development of lifesaving and in the lives of the many individuals they impact upon.

At best, staff and volunteers ensure that individuals in lifesaving have positive experiences and are therefore more likely to continue and achieve their potential.

Those teaching lifesaving, must demonstrate at all levels a high degree of honesty, integrity and competence. The need for teachers to understand and act on their responsibilities is of critical importance to lifesaving, as is the need to protect the key concept of participation for fun and enjoyment as well as achievement. This is implicit within good teaching practice and promotes a professional image of the good practitioner. This Code of Conduct defines all that is best in good teaching practice.

Good teaching practice needs to reflect the following key principles

### Rights:

“Staff and volunteers must respect and champion the rights of every individual to participate in RLSS UK awards and activity programmes.”

Issues:	Actions:
<p>Staff and volunteers should:</p> <ul style="list-style-type: none"> <li>• Create an environment where every individual has the opportunity to participate in the activity of their choice.</li> <li>• Maintain an environment free of harm and harassment.</li> <li>• Recognise everyone's right to be treated as an individual.</li> <li>• Recognise everyone's right to confer with others.</li> <li>• Promote the concept of a balanced lifestyle, the wellbeing of the lifesaver outside the club/sport.</li> </ul>	<ul style="list-style-type: none"> <li>• Treat all individuals with respect</li> <li>• Adapt the activity to meet the needs of the child</li> <li>• Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.</li> <li>• Challenge any form of discrimination.</li> <li>• Do not publicly criticise or engage in demeaning descriptions of others.</li> <li>• Be discreet in conversations about others.</li> <li>• Communicate and provide feedback to all in a manner reflecting respect and care.</li> </ul>

## Relationships:

“Staff and volunteers must develop relationships based on openness, honesty, mutual trust and respect.”



Issues:	Actions:
<p>Staff and Volunteers:</p> <ul style="list-style-type: none"> <li>• Must not engage in any behaviour that constitutes any form of abuse, (physical, sexual, emotional, neglect, bullying).</li> <li>• Should promote the welfare and best interests of young participants.</li> <li>• Must avoid sexual intimacy with individuals whilst teaching or coaching them.</li> <li>• Must take action if they have a concern about the behaviour of an adult towards a child.</li> <li>• Should empower individuals to be responsible for their own decisions.</li> <li>• Should clarify the nature of the services offered to the individual.</li> <li>• Should communicate and co-operate with others in the best interests of the individual.</li> </ul>	<ul style="list-style-type: none"> <li>• Be aware of the changing needs of individuals whilst growing and ensure activities are appropriate.</li> <li>• Ensure physical contact is appropriate and necessary, carried out within guidelines and with the consent of the individual.</li> <li>• Do not engage in any form of sexually related contact with anyone underage. This is strictly forbidden, as is sexual innuendo, flirting or inappropriate gestures and terms.</li> <li>• Discuss with parents the potential impact of the programme on the participant.</li> <li>• Arrange to transfer an individual to another teacher or coach if it is clear an intimate relationship is developing.</li> <li>• Know and understand RLSS UK policy in this regard.</li> <li>• Follow RLSS UK reporting procedure.</li> <li>• Respect the opinions of the individual when making decisions about their participation in Lifesaving.</li> <li>• Allow individuals to participate in the decision making process.</li> <li>• Encourage individuals to take age appropriate responsibility for their development and actions.</li> <li>• Inform individuals or their parents about the requirements of the activity/award.</li> <li>• Inform the individual or the parents about any potential costs in accessing the activities/awards.</li> <li>• Be aware of and communicate on any conflict of interest without delay (other sports, school etc).</li> <li>• Support the individual by identifying others who may help them achieve their aims.</li> </ul>

**Personal Standards:**



“Staff and volunteers must demonstrate proper personal behaviour and conduct at all times”

<b>Issues:</b>	<b>Actions:</b>
<p>Staff and Volunteers:</p> <ul style="list-style-type: none"><li>• Must be fair, honest and considerate to every individual.</li><li>• Should project an image of health and cleanliness.</li></ul>	<ul style="list-style-type: none"><li>• Operate within the guidelines and spirit of Lifesaving.</li><li>• Educate individuals on ethical issues co-operating fully with UK Sport and RLSS UK policies.</li><li>• Maintain interest and support when an individual is sick or injured.</li><li>• Display high standards in use of language, manner, punctuality and presentation.</li><li>• Encourage individuals to display the same qualities.</li><li>• Don't smoke, drink alcohol or use recreational drugs before or while teaching.</li><li>• Display control, respect, dignity and professionalism.</li></ul>

**Professional Standards:**

“To maximise benefits and minimise the risks to individuals, staff and volunteers must attain a high level of competence through qualifications and a commitment to ongoing training that ensures safe and correct practice.”

Issues:	Actions:
<p>Staff and volunteers will:</p> <ul style="list-style-type: none"> <li>• Provide a safe environment that maximises benefits and minimises risks to individuals.</li> <li>• Promote the execution of safe and correct practice.</li> <li>• Be professional and accept responsibility for their actions.</li> <li>• Make a commitment to providing a quality service.</li> <li>• Actively promote the positive benefits to society of participation in Lifesaving.</li> <li>• Contribute to the development of teaching and coaching as a profession by exchanging knowledge and ideas with others.</li> <li>• Gain qualifications appropriate to the level at which they teach/coach.</li> </ul>	<ul style="list-style-type: none"> <li>• Follow the guidance and policy of RLSS UK.</li> <li>• Only allow participation where the inherent risks are acceptable and understood.</li> <li>• Plan activities to meet the needs of individuals that are progressive and appropriate</li> <li>• Maintain appropriate records.</li> <li>• Recognise and accept when it is appropriate to refer an individual to another teacher.</li> <li>• Seek to achieve the most appropriate level of qualification.</li> <li>• Maintain up-to-date knowledge on technical matters and other impacting issues.</li> <li>• Be aware of the social issues and how lifesaving can contribute positively.</li> <li>• Actively participate in recruitment and education opportunities in Lifesaving.</li> <li>• Practice in an open and transparent fashion that encourages other teachers to contribute to or learn from your knowledge and experience.</li> <li>• Seek continuous professional development opportunities to develop your skills and update your knowledge.</li> <li>• Engage in self-analysis and reflection to identify your professional needs.</li> <li>• Manage your lifestyle and teaching commitments avoiding conflict that might impair your performance.</li> <li>• Do not assume responsibility for any role for which you are not qualified or prepared.</li> <li>• Do not misrepresent your level of qualifications.</li> </ul>