



COACHES' CODE OF ETHICAL PRACTICE

Approved: September 2021
Last Reviewed: September 2021
Effective: September 2021
Date To Be Reviewed: September 2022

©Copyright SINGAPORE SWIMMING ASSOCIATION

SINGAPORE SWIMMING ASSOCIATION
7 Stadium Drive #01-50, Singapore 397632, Phone: +65 6258 1011, Fax: 65 6258 4793
contact@swimming.org.sg <https://www.swimming.org.sg/>

1. Policy Statement

- 1.1 Ethics refers to the generally accepted norms of right and wrong behaviour, often based on universal values. Ethics is not about legality, nor is it meant to be legalistic.
- 1.2 The Coaches' Code of Ethical Practice set out herein has been drawn up by Singapore Swimming Association (SSA), with reference to the Sport Singapore's Coach's Code of Ethics and is applicable to all coaches working with/under SSA to show their commitment to providing quality services and expertise.

Sport Singapore's Coach's Code of Ethics:

<https://www.sportsingapore.gov.sg/-/media/SSC/Corporate/Files/Athletes-and-Coaches/For-Coaches/Coachs-Code-of-Ethics/Coachs-Code-of-Ethics.pdf?la=en&hash=B7E0F0754C0AEAEFE99F84535CEEC634A9649CE9>

2. Purpose & Scope

- 2.1 Coaches play a critical role in the personal, as well as athletic, development of their athletes. The following Code of Ethical Practice has been developed with the aim to:
 - a) Guide coaches in determining appropriate behaviours through the provision of an ethical framework
 - b) Facilitating the self-regulation of coaching standards of coaches, as well as consumers of coaching services
 - c) Elevating the status of coaching as a vocation
 - d) To increase the public's confidence in the coaches.
- 2.2 Three broad principles form the framework for the coach's code of ethics and are illustrated by a list of key ethical standards related to coaching. The three principles are:
 - A. Respect for Individuals
 - B. Responsible Coaching
 - C. Integrity in Actions

3. Principle: Respect for Individuals

- 3.1 The concept that each individual possesses an intrinsic value and worth is integral to the principle of Respect for individuals. The coach is called upon to act in a manner respectful of the dignity of individuals.

Key Ethical Standards

- 3.2 Treat and respect everyone equally, regardless of race, language, religion, culture, gender or physical ability.
- 3.3 Recognise that the athletes can contribute in providing positive feedback on training methods and how best performance during training and competition could be optimised. Be a good listener when occasions for such interaction arise.

- 3.4 Remember that there is a need for certain information to be kept confidential. Disclosure of such information should only be made with the consent of those who requested confidentiality.
- 3.5 Be sensitive to the feelings of the athletes when providing feedback on their training progress and performance during competition. Criticisms, if any, should not be directed at the athlete, instead it should be on the athlete's performance.
- 3.6 Direct the observations and recommendations regarding all aspects of the discipline to the appropriate persons for betterment of the sport.
- a) Be constructive in criticisms and direct comments and observations to the relevant individuals and organizations, to avoid gossip, innuendo, and malicious comment
 - b) Respect the efforts of appointed and elected representatives of SSA
 - c) Refrain from public criticism of the sport, officials, staff, or volunteers
- 3.7 Please refer to the following link for Sport SG's Safe Sport Unified Code:
[Sport SG Safe Sport Unified Code](#)

4. Principle: Responsible Coaching

- 4.1 The principle of Responsible Coaching requires that the coach be competent and that sufficient duty of care to the participants is being exercised such that the participants are not harmed. It encompasses the concept that risks to the participants are minimised and benefits to their holistic development are maximised.

Key Ethical Standards

- 4.2 To exercise a standard of care consistent with the competence and obligations as a coach and provide a quality service to the athletes and to the sport
- a) Be responsible for periodically updating one's coaching expertise through participation in courses, conferences, and workshops and through information available in resource materials.
 - b) Recognise the limits of one's knowledge and collaborate with other qualified practitioners. Where appropriate, refer the athletes to a more qualified coach or specialist.
 - c) Coach within the limits of one's competence as a coach
 - d) Maintain or improve one's current SG-COACH accreditation
 - e) Seek continual improvement through performance appraisal and continuing coach education
 - f) Honour the responsibilities given to a coach by keeping all relevant qualifications up to date
 - g) Promote and assist in the development of the coaching profession and encourage participation in Aquatics at all levels

- 4.3 Prepare well- planned and sound training programmes and execute them in a manner that would benefit all athletes.
- a) Provide planned and sequential training programs based on the individual developmental needs of athletes.
 - b) Ensure activities are suitable for age, experience, ability, and fitness of participants.
 - c) Modify the training program for injured athletes based on appropriate medical advice when required
- 4.4 Advise the injured athlete to seek further medical treatment and suggest an appropriate recovery plan whenever possible. When deciding on the injured athlete's ability to continue training or competing, do take into account his/her future health and general well-being.
- 4.5 Ensure that training and competition venues meet with minimum safety standards and that the athletes are properly attired.
- 4.6 Encourage, by example, the removal of any form of personal abuse
- a) Refrain from verbal, physical or emotional abuse
 - b) Be alert to any forms of abuse towards the athletes from other sources whilst they are in one's care
 - c) Avoid sexual intimacy with your athlete. Any physical contact with the athletes should be only when absolutely necessary and during appropriate situations.
 - d) Ensure physical contact with athletes is appropriate and necessary for the athletes' skill development
 - e) Ensure methods and philosophy are consistent with established coaching principles
- 4.7 Put athletes' welfare first, making decisions based on the best interests of the athlete's' sporting, education and vocational careers
- a) Show concern for the health, safety and welfare of athletes and colleagues
 - b) Acknowledge the individual talents and potential of athletes
 - c) Maintain a balanced emphasis of sporting involvement within educational and career objectives

5. Principle: Integrity in Actions

- 5.1 The principle of Integrity in Actions challenges the coach to act with uprightness, wholeness and coherence. Coaches are expected to be honest, principled, and honourable.

Key Ethical Standards

- 5.2 To be honest and sincere when communicating with the athletes. Do not give false hopes to the athlete.
- 5.3 Inform a fellow coach if and when they are working with their athletes.
- 5.4 One's coaching qualifications and experience should be accurately represented, both in written and verbal form.

- 5.5 Abide by the rules of the sport and respect the opponents and those in positions of authority.
- a) Abide by the rules of SSA as set forth in its constitution and policies.
 - b) Use the established procedures for challenging a competitive result, contesting a team selection decision, complaining about the conduct of another member.
 - c) Actively support the regulations of the SSA Anti-Doping Policy, Anti-Doping Singapore (ADS) and World Anti-Doping Agency (WADA)
- 5.6 Adopt a professional attitude and maintain the highest standards of personal conduct. This encompasses proper mannerism, dressing, and language in order to project a favourable image of Aquatics and coaching.
- 5.7 Exercise self-awareness and evaluate how one's values and actions influence the coaching activities positively or negatively.

6. Violations

- 6.1 Adherence to this Policy is a condition of employment, hiring or volunteering. Any individual in contravention of this Policy will be subject to disciplinary action by the Association as is appropriate under the circumstances, including but not limited to, immediate termination.

7. Review/Changes to the Policy

- 7.1 Singapore Swimming Association is committed to ensuring all policies are up-to-date and reflect current practices. This Policy shall be reviewed yearly and any changes to the policy shall be approved by SSA EXCO and will be updated and posted on SSA's website.