

3. Volunteer Code of Conduct

Kilmarnock Amateur Swimming Club ("KASC") is committed to complying with best practice in terms of service delivery. It is expected, therefore, that volunteers should:

- Promote a positive image of the club
- Consider the safety and wellbeing of swimmers at all times
- Follow all guidelines laid down by Scottish Swimming
- Refrain from open criticism of the club, other clubs, coaches, poolside helpers or other committee members as this will lead to instability and damage relationships with others
- Always respect the way other committee members carry out their duties – it may not always be your way
- Maintain strict impartiality
- Remember that decisions must be taken for the benefit of the whole club
- Always recognise and observe your responsibilities in respect of the confidentiality of issues discussed
- Remember that any decisions taken by the Committee are collective and as such should be respected, accepted and promoted by all committee members
- Ensure that the equipment and facilities meet safety standards and are suitable for training
- Promote the positive aspects of the sport
- Actively promote and encourage parents to assist in any club roles however large or small, particularly encouraging new parents for club sustainability
- Remember we are all volunteers, circumstances change, never feel pressure to remain in a role
- Follow the club's handheld technology policy at all times.

This version of the Policy was last modified 02/02/2024