



# PERTH CITY SWIM CLUB

## Policy Statement – Poolside Personnel

### **Vision:**

PCSC is committed to having skilled and knowledgeable personnel to support swimmers/volunteer/teachers/coaches on Poolside.

### **Aim:**

To deliver quality tuition throughout all training activities within PCSC,

### **Objectives:**

- To have an effective process in place to enable the vision and aims to be achieved.
- To have skilled and knowledgeable personnel on Poolside.
- To provide access to Continuous Professional Development for all poolside personnel.

### **Process:**

- Volunteer would be on poolside with a qualified Coach/Teacher initially (4-5 weeks shadowing coach/teacher and 'briefed'). Would then work alongside other Aquatics Support Coaches/Teacher's whilst developing skills and knowledge under direction of Coach or designated Teacher.
- Encouragement to be given to move onto achieving more formal qualification of UKCC Level 1 Swimming Coach/Teacher. To take on more responsibility in the teaching and delivery of training programmes (as determined by Coach).
- Encouragement then given after a period of consolidation (current minimum is 15 hours supervised teaching experience) to move onto UKCC Level 2 Swimming Coach.
- Interested and competent individuals then may be encouraged to move onto UKCC Level 3 – 5 depending on the opportunities available at the time within the club.
- All poolside personnel will be encouraged to attend specific targeted workshops within and out with PCSC where main teaching points or new practices, theories, and developments are highlighted. Attendance at these workshops only, would not be considered sufficient to be unsupervised on poolside. (Supervision to be by someone holding UKCC Level 1 Swimming Coach/Teacher or above).

The above process is to run independently of any Technical Officials pathways or qualifications. The ability to 'judge' compliance to regulations is not considered an acceptable reflection of an ability to coach or teach.

Volunteers are important to the continued existence of PCSC, therefore no individual will be pressured into undertaking training for qualifications but will be expected to familiarise themselves with new practices as cascaded through the club and by coaches.



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## **Coaches Code of Conduct:**

- All poolside personnel, not just qualified coaches, to be given a copy and asked to sign up to it and comply with the content

## **Club Involvement**

PCSC will actively encourage progression through the qualification process with the agreement of individuals, by:

- Appointing specific individual(s) from the Management Committee to manage the process and by the encouragement of applications for licensing of coaches/teachers.
- Providing an initial introduction to the role and duties of poolside personnel at all levels.
- Working in conjunction with others to provide local training, leading to formal qualification. Programme of training courses to be considered and drawn up, either independently or with the involvement of Sport Tayside & Fife/Scottish Swimming/other clubs/Perth Leisure Pool/Swimming & Development Officers/Perth & Kinross Sports Council etc.
- Providing opportunities for continued professional development (CPD) through running own sessions using internal & external coaches. Aim to average one every 4-6 months.
- Working in conjunction with UKCC awards/Scottish Swimming/Sports Tayside & Fife/other education & development bodies.
- Providing funding towards courses leading to qualifications and encouraging licensing.
- Securing additional funding via Scottish Swimming, Sports Council, Sport Tayside & Fife Scholarship Scheme, other trusts, etc to support individual training programmes.

**In arranging training/seminars etc PCSC will endeavour to take into account the location/times/dates/days/availability of volunteers.**

## **Personnel commitment:**

- Each individual going through the qualifications process (Level 1 upwards) will be expected to make a commitment to the club dependant on the qualification and funding level. Normally in the region of 1-3 years, this to be agreed before any training programme starts.
- Individuals are responsible for keeping a record of their attendance at seminars, of qualifications gained, and of any Continuous Professional Development (CPD). These records to be made available to PCSC or Scottish Swimming if required.



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## **Continuous Professional Development:**

This is essential in order to ensure that the quality of training remains high and keeps pace with the sport. Thus PCSC will endeavour to assist poolside personnel by cascading information as it becomes available on;

- Developments in new training practice
- Changes to qualification process and structures (at National, Regional and Club level).
- Availability of opportunities for progression/acquisition of new skills.

## **Monitoring:**

Monitoring of the poolside personnel of all levels is essential in ensuring that parents and swimmers retain confidence in the training programmes. It is also essential so that poolside personnel have confidence in their ability to perform to the required level. This monitoring to be supervised/undertaken by the Head Coach as deemed appropriate.