# Goals

InCAS (Inverkeithing Competitive Amateur Swimmers) is a club for the community. It is our aim to inspire swimmers to reach their full potential whilst providing a secure, enjoyable and caring environment where every member is valued and encouraged to work together to achieve their goals.

## Objectives

* To promote swimming as a healthy sport and ‘skill for life’.
* To provide a pleasurable, successful and inclusive learning environment to promote the development of each swimmer.
* To provide leadership and positive role models for our swimmers.
* To encourage a positive attitude and strong work ethic which encompasses the values of hard work, discipline, determination and perseverance.
* To introduce competitive swimming with inclusivity at its core.
* To develop a strong sense of sportsmanship which deals with success and disappointment but also a healthy respect for other swimmers and teams.
* Finally, to promote mutual understanding amongst swimmers, coaches and parents on the need for respect, cooperation and team spirit.

## Officials and Volunteers Code of Conduct

As an official or volunteer for InCAS, I agree to:

1. Consider the wellbeing and safety of athletes before the development of performance.
2. Develop an appropriate working relationship with athletes, based on mutual trust and respect.
3. During training sessions treat all athletes equally, independent of any relationships out-with the club.
4. Always promote the positive aspects of the sport (e.g. fair play)
5. Make sure all activities are appropriate to the age, ability and experience of those taking part.
6. Encourage athletes to value the performance and not just results.
7. Hold the appropriate valid qualifications.
8. Never consume alcohol immediately before or during training or events.
9. Never condone rule violations or use of prohibited substances.
10. Display consistently high standards of behaviour and appearance, dressing suitably and not using inappropriate language at any time whilst involved in club activities.
11. Follow all guidelines laid down by the national governing body and the club.
12. Never exert undue influence over athletes to obtain personal benefit or reward.
13. Encourage and guide athletes to accept responsibility for their own performance and behaviour.
14. Not inappropriately discuss or transmit any confidential information, either internally or externally, which may affect, harm or concern anyone in our sport or associated with Scottish Swimming.
15. Abide by Scottish Swimming social media guidelines.

**Consequences:** Breaches of the officials and volunteer code of conduct will be dealt with in accordance the club’s disciplinary procedures.