



Chippenham
Amateur Swimming Club



Recognising and rewarding volunteers

At Chippenham Swimming club, volunteers provide the structure of the club and without them the club would not be in existence. Due to their commitment and enthusiasm, the swimmers are given the best opportunity to make improvements and to enjoy the experience of swimming competitively. At the club, the volunteers are held in the highest of regard and we like to reward and recognise the volunteers by doing the following:

- Thanking each lane coach at the end of every training session
- Giving each lane coach a well deserved drink on a Thursday training session
- Rewarding every volunteer with a present at Christmas, with a note to say thank you.
- We hold social events including BBQ's and a treasure hunt in the summer, and skittles after the AGM in the Autumn, to celebrate the work of the volunteers
- We offer our volunteers a mentor to support their work
- We celebrate the hard work of our head coach, by purchasing a T-shirt each year with our achievements that year, i.e. Nationals
- For student volunteers, we often give references and fill in items for their DOE booklet
- We offer courses to improve their confidence and skills and the club pay for each course with a proviso that the volunteer will work with the club for a set period of time.
- We also reward our volunteers with meals out, which is more often than not a curry!
- We ensure their ideas are listened to, and acted on where practically possible
- Each volunteer is welcomed into the club with a smile and their name is used, to add a personal touch
- We have nominated our volunteers for external awards
- We publically thank them at every presentation evening

The swimmers often thank the helpers after every training session or swimming competition, as their contribution to the club is vital. To ensure we retain our volunteer workforce, we recognise and reward their effort and commitment; we do not leave it to chance!