

# Code of Conduct

As a Club, members come together to participate and enjoy a common interest in running.

This Code of Conduct acts as a reminder of the standards of behaviour which we must all share.

Members are expected to recognise that the organised activities of the Club depend on the time and efforts of many volunteers who give a significant amount of their time for the benefit of all members Club.

Within the context of the Club, members (or a person acting on behalf of the Club) are expected to:

- Always behave with respect to other members of the Club, other runners and members of the public.
- Take responsibility for their own safety and not compromise the safety of others.
- Behave in accordance with the Welfare Policy of the Club.
- Respect and comply with the rules and regulations of competitions that they may participate in or assist with as an official.
- Not publish defamatory material\* or behave in a manner that may bring the Club into disrepute.
- Follow the Complaints Procedure if at any time they have cause for concern for the welfare, safety or behaviour of others.
- Runners should be age 16 or above to participate in training sessions on the road or cross country
- Runners under 16 are welcome on some Club runs\* as long as they are accompanied by an appropriate adult
- On all training nights when dark, members should wear high viz clothing to ensure they can be clearly seen.
- On training nights and when competing in races for the Club, runners should not wear headphones, for safety and communication with others.
- Running on the fells: you are responsible for your own safety and should always carry FRA recommended kit (see also “guide to fell running” {link})
- Comments made verbally, on our social media pages – Facebook, Twitter and/or website should not be abusive, offensive or derogatory and that if they are, the moderators reserve the right to delete these types of postings and exclude the author. The Club recognises that many runners make use of social media in a personal capacity. While they are not acting on behalf of the Club, members must be aware that they could risk damaging our reputation if these are not appropriate. All members are therefore requested to ensure that they continue to recognise and respect this.

\*not all training runs and sessions are suitable for under 16s. Please speak to one of the Club coaches before participation

## Complaints Procedure

If there is a cause for concern or complaint by a Club member or a member of the public, concerning the behaviour, welfare or action of a Club member or a person acting on behalf of the Club then this must be brought to the attention of the Welfare Officers in the first instance.

The Welfare Officer will conduct a prompt investigation and gather the facts of the case and where appropriate any desired outcome. The Welfare Officer may:

**OR**

**1. Propose a resolution to the parties concerned and report the actions to the committee.**

If any of the members concerned are not satisfied with the proposed resolution then they may refer the case to the committee, with their reasons for finding the resolution unsatisfactory. In this case the procedure outlined in (2) will be followed.

**2. Refer the case immediately to the Chair who will convene a group of three committee members, not including the Chair, to consider the facts as presented and propose a resolution to the parties concerned.**

If any of the members concerned are not satisfied with the proposed resolution then they may refer the case to the Chair with their reasons for finding the resolution unsatisfactory. In this case the procedure in (3) will be followed.

**3. The Chair will consider the facts and propose a resolution.**

- Any resolution proposed can only be within the remit and authority of the Club
- A record will be kept of the complaint, the resolution proposed and any subsequent actions
- Any resolution proposed will be in accord with the Clubs Welfare Policy and Code of Conduct
- At any point, where justified, the matters may be referred to other agencies in accord with the Clubs Welfare Policy and/or the Rules of England Athletics.

If a complaint is made against the Chair or a member of the committee then, as necessary, the remainder of the committee will appoint one of its members as a substitute in (1) or (3) above.

The outcome of the investigation will be reported to the committee and hence recorded in the committee minutes.