



## **London Frontrunners**

### **Code of Conduct**

This Code of Conduct has been made under Articles 26 and 27(a) of the Constitution and shall be binding upon all Club members unless and until it is repealed.

#### **Background**

1. The purpose of this Code of Conduct is to ensure a safe, secure and respectful environment for all members of the Club and to uphold high standards of ethical behaviour for the Club, its Coaches and members.
2. The scope of this Code of Conduct extends to:
  - a. The Club's regular weekly runs, training and coaching sessions, trail runs and any other organised runs;
  - b. Post-run meals and drinks;
  - c. Races organised by the Club or where members run on behalf of the Club or wear the Club vest;
  - d. Social and other events organised by the Club, including those which take place during international and domestic trips;
  - e. The Club's social media including Facebook and Twitter.

#### **What the Club and the Committee Will Do**

3. We will respect the equal rights, dignity and worth of every member of the Club, regardless of ability, sex, race, ethnicity, religion or belief, sexual orientation, gender identity, age, disability, socio-economic status or any other characteristic.
4. We will treat all Club members equally and without discrimination of any kind on the basis of any of these characteristics except as is a necessary consequence of the requirements of running as a sport.
5. We will take all appropriate action in response to any incidence of discrimination, bullying, harassment or intimidation, in accordance with this Code of Conduct and the disciplinary procedure set out in the Constitution.

### **What our Coaches Will Do**

6. Coaches will treat all runners equally and without discrimination of any kind on the basis of ability, sex, race, ethnicity, religion or belief, sexual orientation, gender identity, age, disability, socio-economic status or any other characteristic.
7. Coaches will act with dignity and display courtesy and good manners towards others.
8. Coaches will not exert undue pressure on athletes, beyond reasonable encouragement.
9. Coaches will challenge violent or abusive behaviour or language by others and, where necessary, report such behaviour or language to the Club Committee.
10. Coaches will ensure that they are properly qualified for activities that they coach and update their licence and education as and when required by UK Athletics and England Athletics.
11. Coaches will turn up in good time for each training session and/or assure that there is adequate cover for each session provided, or adequate notice of cancellation.
12. Coaches will, in advance, set out the content and purpose of a particular training session, and lead sessions to the best of their abilities.

### **What our Members Will Do**

13. Club members shall respect the rights, dignity and worth of every other Club member.
14. Club members shall respect the Club's zero-tolerance approach to bullying, harassment and intimidation of other Club members based on their ability, sex, race, ethnicity, religion or belief, sexual orientation, gender identity, age, disability, socio-economic status or for any other reason.
15. Club members shall avoid inappropriate behaviour. Inappropriate behaviour includes abusive language directed towards members of the Club, members of other clubs, other runners, and members of the public they encounter; behaviour that is dangerous to the person or others; acts of violence, physical, emotional or sexual abuse; possessing or taking illegal or banned substances; and, where it is not already covered in this list, breaking the law.

16. Club members shall not act in such a way as to bring the Club into disrepute, harm the Club's interests, or put the Club's reputation or interests at risk.
17. Club members shall anticipate and be responsible for their own needs, including being organised, having the appropriate kit and equipment, and being on time for runs, training and coaching sessions, and races.
18. Club members shall take responsibility for their own health and safety and be aware of, and comply with, their duties and responsibilities as set out in the Health and Safety Policy.
19. Before runs and training sessions, Club members shall listen to and act in accordance with any requests of the Circle Leader or Coach.
20. Before and after runs and training sessions, Club members shall ensure that they are courteous and respectful towards the changing facilities used, the staff who work there and others who use the venue. This includes:
  - a. Not congregating at the entrance of a venue or blocking the entrance for other users, but congregating a short distance away; and
  - b. Leaving a venue in the same state that they found it.
21. During coaching and training sessions, Club members shall cooperate fully with the coaches.
22. Club members shall display courtesy and good manners towards members of other clubs, other runners, and members of the public they encounter.

### **Breaches of the Code of Conduct**

23. Upon discovering a breach, or a potential breach, of the Code of Conduct, a Committee member or other Club member may inform the Committee. The Committee shall then decide what course of action to take in accordance with paragraphs 24 and 25, bearing in mind the need to act proportionately.
24. For less serious breaches, or potential breaches, the Committee may take no action or talk to the Club member(s) and any other persons concerned in order to determine what has taken place. After talking to the Club member(s) and any other persons concerned, the Committee, and if the Committee finds that a breach has taken place, it may take no action or deal with the matter through an oral warning, or, if the matter is more serious, a written warning. Where the potential breach involves a complaint made by one Club member against another, the Committee shall deal with the matter sensitively and discretely.

25. Where the Committee has reason to believe that a more serious breach may have taken place, or where a Club member has already received an oral or written warning on a previous occasion, the Committee shall follow the disciplinary procedure set out in Articles 50 to 57 of the Constitution.

#### **Document Revision History**

<b>Version</b>	<b>Date of Issue</b>	<b>Summary of Changes</b>
1.0	7 March 2017	New document approved by the Committee.