



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made under Articles 26 and 27(a) of the Constitution and shall be binding upon all Club members unless and until it is repealed.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, Circle Leaders and other Club Officials (including Circle Lead Assistants and event leaders) 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, races, trips, social and other events and activities organised by the Club;
 - b. Races or any other events organised by third parties where members participate as a Club member, on behalf of the Club or wear the Club vest;
 - c. The Club's social media including Facebook and Twitter;
 - d. Any situation where a member acts on behalf or as a representative or member of the Club or portrays themselves as acting on behalf of or as a representative or member of the Club.

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, Circle Leaders and Other Club Officials Will Do

6. Club Officials 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. Club Officials will act with dignity and display courtesy and good manners towards others.
8. Club Officials will not exert undue pressure on athletes or participants, beyond reasonable encouragement.
9. Club Officials will challenge violent or abusive behaviour or language by others when they observe it or it is reported to them and report such behaviour or language to the Club Committee.
10. Club Officials will ensure that they are properly qualified for activities that they lead and update their licence and education as and when required by UK Athletics and England Athletics or any other applicable regulatory body.
11. Club Officials will turn up in good time for each training session, activity or event and/or assure that there is adequate cover for each session provided, or adequate notice of cancellation.
12. Club Officials will, in advance, set out the content and purpose of a particular training session or Club activity or event, and lead sessions, activities and events 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, officials 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 and any other venues 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, officials 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, any Club member should inform the Committee or a member thereof.
24. Where a breach is in progress and ongoing the Club member should inform any Club official present such as a coach or circle leader.
25. Failure to report a breach may in itself be dealt with as a breach of this Code of Conduct.
26. Any reported breach shall be dealt with under the disciplinary procedure set out in the Constitution.

Document Revision History

Version	Date of Issue	Summary of Changes
1.0	7 March 2017	New document approved by the Committee.
2.0	1 March 2022	Updates to broaden the scope of the Code of Conduct and remove separate disciplinary processes by cross referring to a single disciplinary procedure