

## **Bure Valley Harriers Code of Conduct**

This document sets out the club's expectations in respect of officials, athletes, coaches, volunteers and supporters. Membership of and association with Bure Valley Harriers (BVH) is deemed to include full acceptance of and agreement to abide by this Code of Conduct.

As a member, parent / guardian or supporter of BVH your behaviour will reflect on the club and the sport. Accordingly, you must always agree to conduct yourself in a proper manner while participating in BVH activities.

### **The Club Shall:**

- Take all reasonable steps to ensure that all coaches and volunteers have obtained and continue to hold appropriate qualifications.
- Adopt national policies and codes of conduct in relation to athlete welfare and safeguarding.
- Ensure that club officers and volunteers act responsibly and set a good example to all members.
- Appoint a designated welfare officer to act as first point of contact in cases of concern about athlete welfare and safeguarding - contact details will be provided on the club website and notice boards.
- Carry out its duties in accordance with relevant legislation and government guidelines, as well as recommendations and guidelines from UK Athletics and England Athletics.
- Deal with any allegations that appear to breach this Code of Conduct in accordance with the club's Disciplinary Procedure. This may be upon receipt of a formal written complaint, but could also be as a result of information or matters of concern coming to the attention of the Executive Committee in other formats. Members should report formal complaints or matters of concern to the Management Committee.

### **As a Member of BVH you Shall at all Times:**

- Treat others with respect and fairness.
- Ensure that your behaviour during training, participating in sport or travelling to and from meetings and events is dignified and responsible, and does not cause offence to others or cause reputational damage to the club.
- Remember that you are a representative and ambassador of the club and that accordingly, the club as a whole may be judged by your actions as an individual.
- Be courteous to other competitors, officials and coaching staff at all times.
- Not to engage in destructive behaviour at events. You must leave venues as you would wish to find them. Clear up your own rubbish and dispose of it properly.
- Accept guidance from event officials regarding safety and behaviour.

- Never use abusive or inappropriate language or physical aggression of any kind at events, or deliberately distract others while they are competing.
- Never become involved in verbal, physical, mental intimidation or abuse or acts of bullying. This includes the inappropriate use of text messages, posting negative or derogatory comments or images on internet message boards or any other form of social or electronic media.
- Uphold the same values away from sport as you do when engaged in sport.
- Promptly pay your membership fees, travel fees and any other dues to the club when asked to do so.
- Accept that photographs and film or video images may be taken at club training sessions and competitions for use on the official club website and Facebook pages and Twitter feed as well as in other publications including local and national press.

### **Expectation of Members at Club Nights**

- On designated club nights' members are expected to:
  - Arrive on time ready for the session, wearing appropriate clothing to the level of light outside and the weather conditions.
- Act in a friendly and helpful manner towards newcomers to the club.
- Inform the coach of any medical conditions or medication you are currently taking, as well as any important information should an emergency occur. It is each member's responsibility to ensure they are fit to run by seeking medical advice before running, and having regular health checks with their GP or Doctor;
- Always thank the coaches and officials who enable you to participate in athletics.
- Avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to yourself or others.
- Challenge inappropriate behaviour and language by others.
- On run sessions, keep to the route set on the night.
- For safety reasons no headphones to be worn.
- Never run alone – always run with a friend, other member or in a group.
- When running, it is best practice to call out to other runners if there is a hazard;
- Safety over speed – ensure you stop at all junctions and use designated crossings.
- The club strongly advises you take a mobile phone with you, in case of an emergency.

### **All Committee members, Coaches and Team Managers Shall:**

- Ensure the well-being and safety of athletes at all times.
- Maintain only appropriate relationships with athletes and their parents and/or guardians.
- Ensure all activities are appropriate to the age, experience and ability of those taking part.
- Promote the positive aspects of the sport (for example fair play).

- Display high standards of behaviour and appearance.
- Follow guidelines as laid down by UK Athletics and England Athletics
- Never condone rule violations, rough play, the use of any prohibited substances or inappropriate behaviour and language.

In order to maintain and develop a vibrant club you can expect the committee to uphold the same values as the general membership. In addition, the committee and coaches will:

- Adopt national welfare policies and procedures, adhere to the codes of conduct and respond to any suspected breaches in accordance with the welfare procedures.
- Appoint a welfare officer to act as a first point of contact for concerns about welfare issues.

The Welfare Officer will:

- Deal with confidential matters that may arise related to athletes and have an understanding and appropriate manner to deal with such matters.

### **All Supporters Shall:**

- Not engage in any verbal abuse of competitors, coaches or officials. You should uphold the high standard of conduct expected from BVH members and set an example to others.
- Report any instances of inappropriate conduct to club officials.

### **All Parents and Guardians are Expected to:**

- Ensure that any changes in the condition of your child's health should be reported to the coach prior to coaching sessions. Ensure the club has the current emergency contact details for you and another responsible adult.
- Ensure your child is properly and adequately attired for the training session/event, including all required equipment, appropriate clothing for possible weather changes and all relevant training kit.
- Encourage your child to obey rules and teach them that they can only do their best. Do not force your child to participate in any session/event.
- Behave responsibly as a spectator at training/events and treat coaches; officials; team managers; committee members and spectators of yours and other clubs with due respect, meeting the UKA commitment to equality, diversity and inclusion.
- Ensure that YOU do not use language that could be interpreted as offensive to others within the club/competition environment.
- Ensure your child's nutritional needs are met, listen to the advice offered by the coach in relation to what food and hydration is required.

- Raise any concerns you have in an appropriate manner, details of the clubs Welfare Officer can be found on your club website.

### **Expectations of Members at Race Events**

When attending races, members are expected to:

- Wear the designated club vest as described in the club's constitution, when participating in the race as an 'affiliated' member of the club (defined as a race - note this does not include 'parkrun') which is UKA or ARC permitted.
- Observe and comply with any rules put in place by the event organisers;
- Listen to and comply with marshal directions at all times;
- Observe and comply with the UKA or ARC Rules for Competition when competing in races.
- Not act in a manner that brings the reputation of the club into disrepute;
- Refrain from engaging in any acts of verbal or physical abuse/aggression towards other race participants, marshals or spectators before, during and after a race.
- Cheating – The club expects its members to participate in races in a manner which is 'of the spirit of road running'. With this in mind – any member found to be cheating in a race (and as a result is deemed to be cheating and has action taken against them by the race organisers or UK Athletics) may face disciplinary action from the club, as it brings the reputation of the club into disrepute.

### **Expectation of Coaches**

In delivering training sessions on behalf of the Bure Valley Harriers:

- Coaches will plan and deliver sessions in which any member of the club can participate, accounting for all levels of fitness;
- Coaches will treat everyone who is participating in a coached session with dignity and respect, irrespective of their ability, gender, age, ethnic origin, religion, sexual orientation, disability or political persuasions;
- Consider the conditions in which the session will take place (i.e. location, weather) and take an informed decision about if it is safe for the session to take place.
- Coaches and Athletes will treat each other with mutual trust and respect.

### **Expectation of Committee Members**

All members of the Management Committee, including Officers, are expected to:

Act in a manner which is representative of the club and its members;

- Uphold the reputation of the club at all times;
- Act in a manner which is fair and consistent towards all club members, regardless of their ability, gender, age, ethnic origin, religion, sexual orientation, disability or political persuasions;
- Not undertake any activities from which the member will directly benefit from (monetary or otherwise);

## Policy Version History

Version	Description of Changes	Date Approved	Next Review Due
1.0	First version of policy	01 April 2022	01 April 2023
2.0	Policy reviewed - no changes made	17 January 2024	01 April 2025