



Code of Conduct for Members, Officers, Coaches and Leaders

ROADHOGGS LEICESTER AC

1. Roadhogs Leicester AC is committed to working towards providing an environment for all of its members which is safe, welcoming and based on mutual respect.
2. Whilst the ethos of the Club is relaxed and informal, the Club has reached a size where the adoption of a formal statement of the standards of behaviour expected of members, officers, coaches and run leaders is good practice.
3. All prospective members will be informed of the Code of Conduct prior to completing a membership form and existing members will be reminded of the Code at the time of membership renewal.
4. The Club Constitution provides for the appointment of two Club Welfare Officers (CWOs): one male, one female. The CWOs, along with the Club's Chair and Vice-Chair, are available to **any** member who wishes to raise matters of concern on a confidential basis.
5. Bullying of any kind is not acceptable at our club. If bullying does occur, all incidents will be dealt with promptly. Incidents should be reported to a CWO or member of the committee.
6. Formal complaints alleging a breach of this Code will be dealt with through the Club's Grievance and Disciplinary Procedure.
7. Standards of behaviour expected of **members**:
 - i. Respect the rights, dignity and worth of all other members of the Club, treating everyone equally and on the basis of mutual respect
 - ii. Maintain a sporting attitude before, during and after competitive races by promoting fair play and not condoning cheating of any kind
 - iii. Ensure that your behaviour during Club training sessions, competitive races or socially is not such as to bring the Club into disrepute. In this regard, unacceptable behaviour includes: the use of abusive language; irresponsible,



aggressive or violent behaviour; bullying, harassment or other abuse (physical, emotional or sexual)

- iv. Ensure that your use of social media is not such as to cast the Club in a poor light
 - v. Do not endanger yourself or others during Club training sessions or competitive races and co-operate fully with coaches, run leaders, race officials and marshals
8. In addition to maintaining the standards set out in “7” above, **officers and committee members** are expected to comply with the following:
- i. Challenge inappropriate behaviour and/or language by others
 - ii. Be discrete and respect the confidentiality of information disclosed to you by Club members (except where issues of child protection or safeguarding require disclosure in accordance with the Club’s child protection policy)
 - iii. Adhere to the principle of collective responsibility and uphold decisions made by the Committee
9. In addition to maintaining the standards set out in “7” and “8” above, **coaches and run leaders** are expected to comply with the following:
- i. Be appropriately qualified and adhere to the terms of your coaching licence
 - ii. Place the welfare and safety of the athlete above improvements in performance
 - iii. Ensure that the activities you direct are appropriate to the age, experience and ability of the individual participants
 - iv. Be aware that your attitude and behaviour directly influences the behaviour of athletes under your supervision
 - vi. Coaches **MUST NOT** allow an intimate personal relationship to develop between themselves and any athlete aged under 18 years or a vulnerable athlete of any age. Any violation of this could result in a coach licence being withdrawn.