



Whitby Running Club

Equity Policy Statement and Codes of Conduct

Whitby Running Club (hereafter referred to as “WRC” or “The Club”) is committed to ensuring that equity is incorporated across all aspects of its development. In doing so, it acknowledges, and adopts, the Sports England definition of sports equity:

“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to everyone in society”.

WRC respects the rights, dignity and worth of every person and will treat everyone equally, within the context of their sport, regardless of age, ability, ethnicity, gender, race, religious belief, sexuality or social / economic status.

The Club is committed to all having the right to enjoy sport in an environment free from threat of intimidation, harassment and abuse.

All WRC members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The Club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

WRC is fully committed to safeguarding and promoting the well-being of all members. The Club believes it is important that all members, coaches, volunteer support, administrators, and parents / carers associated with WRC, show respect and understanding for the safety of others.

Bullying, which can take the form of physical, verbal or emotional processes, will not be tolerated and appropriate action will be taken, should any instance be reported.

All members are encouraged to be open at all times and to share any concerns, or complaints that they may have, about any aspect of WRC, with the nominated Welfare / Child Protection Officers.

Code of Conduct for WRC Athletes

As an athlete you are expected to:-

- Compete within the rules laid down by the event organisers or, in the absence of such rules, those of UK Athletics, and, in so doing, respect all officials and their decisions.
- Respect all other club members and competitors from all other clubs.
- Be punctual when attending training and competitions and, where this is not possible, make every effort to inform your coach or Run Leader as to your lateness / absence.
- Respect the rights dignity and worth of all participants, regardless of age, ability, ethnicity, gender, race, religious belief, sexuality or social / economic status.
- Wear kit that is suitable for purpose and does not cause offence to others. WRC vests / t-shirts may be worn for competition when representing the club.
- Avoid destructive behaviour and use equipment and facilities solely for the purposes for which they are intended.
- Pay all membership, training, or competition fees promptly.
- Refrain from smoking, consuming alcohol or taking drugs of any kind on club premises (other than those prescribed on medical advice), at training sessions, or whilst representing WRC at competitions. (NB – it is the responsibility of the athlete / parent to ensure that medically prescribed drugs do not breach athletic regulations).
- Use correct and proper language at all times and refrain from using inappropriate gestures

Code of Conduct for Parents / Carers of Young WRC Athletes

Please endeavour, at all times, to:-

- Encourage your child / charge to learn the rules of the sport and to train and compete within them.
- Discourage your child / charge from unfair competition and arguing with officials.
- Help your child / charge to recognise good performance, not just results.
- Never force your child to take part in sport
- Set a good example by recognising fair play and applauding the performances of all.
- Never punish or belittle a child for losing or making mistakes.
- Publicly accept officials' decisions.
- Support your child's / charges' involvement and help them to enjoy their sport.
- Use correct and proper language at all times and refrain from using inappropriate gestures
- Encourage and guide participants to accept responsibility for their own performance and behaviour.

Code of Conduct for Club Coaches and Run Leaders

Club Coaches and Run Leaders are regarded as all those in the provision of coaching / training for athletes of WRC, be it as session leader, assistant, or helper.

Coaches are expected to:-

- Respect the rights, dignity and worth of every athlete and treat all equally, regardless of background or ability
- Place the welfare and safety of the athlete above the development of performance
- Encourage and guide athletes to accept responsibility for their own performance and behaviour.
- Be appropriately qualified, updating their licence and education as and when required by UK Athletics.
- Ensure that all assistants and volunteers working under their control are DBS compliant.

Code of Conduct for Club Volunteers

Club Volunteers are regarded as all those involved in the administration, functioning and management of Whitby Running Club. This includes club administrators, committee members, technical officials, and anyone else who assists the club in achieving its goal of “helping to provide athletics for all”.

The essence of good ethical conduct and practice is summarised below:-

All volunteers must:-

- Consider the well-being and safety of participants before the development of performance
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Promote the positive aspects of the sport (e.g. fair play, fitness, friendly competition).
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines laid down by the national governing body and WRC.
- Hold appropriate, valid, qualifications and insurance cover.
- Never exert undue influence over participants to obtain personal benefit or reward.
- Never condone rule violations, rough play, or the use of prohibited substances.
- Encourage participants to value their performances and not just their results.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.

Breaches of Conduct

Breaches of conduct must be dealt with in the following manner:-

1. Firstly by the Team Manager / Coach / Person In Charge. This action is limited to a verbal warning. In such event, the person issuing the warning must inform the Club Director responsible for implementing the Grievance & Disciplinary policies of WRC, in writing, as to the timing and circumstances of that verbal warning.
2. Secondly by the Club Director responsible for implementing the Grievance & Disciplinary policies of WRC. This action is limited to verbal and written warnings in accordance with the Club's Grievance policy. All warnings issued, either verbal, or written, must be kept on record.
3. Thirdly, by the Club Management Committee. This would normally, only be in the event of persistent or gross misconduct, as defined in the Grievance Policy. The Management Committee has the discretion to suspend or expel a member, subject to the rules of the club, and notify appropriate external authorities as it sees fit.