**Codes of Conduct**

**Of Westbourne RC Members**

**1 Members Code of Conduct**

A code defines what is considered good and correct behaviour of all members, or other persons, who are acting as representatives of Westbourne RC (the members). It reflects the values held by the club and outlines the expected conduct of members while they perform their duties on behalf of the club. It will also be used as a benchmark to assess whether certain behaviours are acceptable or not acceptable. As a member of Westbourne RC, you are expected to adhere to this code of ethics and conduct at all times.

**2 Members will**

2.1 Act respectfully with dignity and courtesy towards members and officials of the club; and other competitors; event organisers and volunteers when competing or participating in group events; especially in the presence of minors. This principle is based on the assumption that each person has value and is worthy of respect and free from harassment. Members will not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying).

2.2 Listen to instructions for the health and welfare of all concerned and exercise due care and consideration of others.

2.3 Follow the rules set out by UK Athletics or other governing bodies and follow the directions of qualified officials at events and should comply with instructions given at competitions. Failure to follow the rules may result in disqualification from the race results; in this event your time will not be recorded in the club championship tables.

2.4 Members should always follow safety guidance; look after and exercise due care of one another during events and club activities.

2.5 Inform officials or run leaders of any health issues or medication that may affect your ability to run safely at club events.

2.6 Avoid any inappropriate or illegal behaviour that is likely to bring the club into disrepute which includes behaviour at events and club runs.

2.7 Not make abusive, offensive, or derogatory comments verbally or posted on social media pages. If they are, the moderators reserve the right to delete these types of postings and exclude the author.

2.8 When competing in all affiliated races for the Club, runners should wear WRC kit to comply with EA regulations (unless the race authorities have granted permission for other clothing to be worn).

2.9 Support other club members during races and, if possible, wait for the next Westie to cross the finish line.

2.10 Agree to the act in accordance with our policies on Inclusion and Privacy; read our policies on Grievance and Discipline, Health and Safety and Safeguarding.

**3 Interpretation of the rules**

3.1 The Club Committee shall decide any questions as to the interpretation of the rules and decide any matter not definitively provided for therein.

**4 Breaches of the code of conduct**

4.1 Depending upon the severity of the breach the club will follow the procedures as set out in the club grievance and disciplinary policy.

4.2 It may result in:

4.2.1 A verbal warning or written warning

4.2.2 Suspension by the club/HCAF/UKA

4.2.3 Dismissal from the club/HCAF/UKA

Last updated 10 February 2023