Code of Conduct

This document sets out the behaviour expected of club members, run leaders, volunteers and participants in club activities it also includes the details of our welfare officers.

This document should be read by all new members as part of their induction, and all current members at least once per year.

Ashford Striders is a friendly place where all members should feel completely free to enjoy the benefits of being part of the club without experiencing prejudice, bullying or abuse of any kind.

Club Members

The success of Ashford Striders is dependent on the active participation of all our members. The club is run and managed by a small committee of volunteers, and we ask that all members support the committee and get involved where possible. The following code of conduct is mainly 'common sense' but we encourage all members to read this and adopt these principles.

As a responsible club member, I will:

• Respect the rights of all club members, committee members, run leaders, and treat everyone equitably.

• Uphold the same sporting values away from sport as I do when I am engaged in club activities.

•Respect decisions of coaches and officials and demonstrate respect towards other club members and athletes from other clubs.

• Cooperate fully with others involved in the sport such as coaches, officials, team managers, doctors, physiotherapists, sport scientists and representatives of the governing body in my best interests and those of other athletes.

• Consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited substances.

• Anticipate and be responsible for my own needs including being organised, having the appropriate equipment, and turning up on time to club sessions and events.

• Act with dignity and display courtesy and good manners towards others.

- Members are expected to treat fellow runners with respect, kindness, and sportsmanship across all official club Social Media platforms—including WhatsApp, Facebook, Instagram and Strava

We operate a strict zero-tolerance policy for online bullying, harassment, and intentional exclusion. This applies to both direct and passive or indirect behaviours.
Prohibited behaviours include, but are not limited to:

Targeted or Passive-Aggressive Posts ("Sub-posting"): Posting indirect criticisms, complaints, or mocking comments aimed at specific members or sub-groups, even if names are omitted.
Malicious Undermining or Ridicule: Using social media, Strava comments, or group chats to demean or make fun of another member's pace, technique, attendance, fitness level, or personal choices.
Intentional Exclusion: Deliberately excluding or isolating specific club members from public tags, group photo mentions, or relevant club communication channels with malicious intent.
Unauthorised Sharing: Sharing screenshots, private messages, or photos of members without their consent to mock, embarrass, or gossip.

• In no way undermine, put down or belittle other athletes, run leaders or practitioners.

• Avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to myself or others, acts of violence, bullying, harassment and physical and sexual abuse.

• Never engage in any inappropriate or illegal behaviour .

• Challenge and report inappropriate behaviour and language by others.

• Not engage in destructive behaviour and leave athletics venues as I find them.

• Not carry or consume alcohol or illegal substances while training or competing in athletics.

• Maintain strict boundaries between friendship and intimacy with coaches and officials.

• Act ethically, professionally and with integrity, and take responsibility for my actions.

• Report any suspected misconduct by coaches or other people involved in athletics to the club welfare officer as soon as possible.

Running Group Participants

As a participant in any club-led running group I will:

• Listen to my run leader.

• Not divert from planned routes without the knowledge and consent of the run leader .

• Be honest about my ability. Take note of any recommendations given to me by run leaders about which group is right for me and change groups when appropriate.

• Understand my own capabilities and inform my run leader if I have any injury, illness or long-term medical condition that may affect my running. Carry In Case of Emergency (ICE) details on my person.

• Anticipate and be responsible for my own needs. Be organised, on time, and have appropriate clothing and equipment. If it's dark, wear something bright – hi vis or reflective and a head or chest torch.

• Not run too far off the front of a group. Loop back at regular intervals or when requested by my run leader.

• Look after the other runners within my group. If someone is struggling, make sure that they are not left on their own or inform my run leader.

• Be responsible for my own safety and the safety of others. Warn other runners around me of impending hazards.

• Respect and acknowledge other road and footpath users. Be courteous and run in single file where appropriate. Close gates after passing through.

• Not leave a session without first informing my run leader.

• Participate with enthusiasm and effort, understand that faster/further is not always better; technique and strength are also key to developing good performance.

• Ensure that payment of annual membership fees is made promptly and that track/training fees (where applicable) are paid before the start of the session.

• Take responsibility to support other runners and the run leader.

Breach of the Code of Conduct

I understand that if I do not follow the code, action can be taken by my club, and I may:

• Be asked to apologise for my behaviour.

• Receive a verbal or written warning from a member of the committee.

• Be suspended from attending club training sessions.

• Be suspended from the club.

• Be required to leave the club.

Run Leaders

As a responsible run leader, I will:

• Treat all members fairly, not showing favouritism towards individuals.

• Communicate clearly with members the expectations, content, and purpose of session and safety points as per LiRF Course and/or RL guidance provided.

• Consider the number of members in a session, suggested 1 run leader to a maximum of 15 members but be aware of any members in my session "waiting list" and try to adapt the session, if possible, i.e., ask another leader to assist to increase group number.

• Ensure my first aid belt is worn and be competent in basic first aid

.• Always carry a fully charged mobile phone with what3words app installed.

• Check members are well with no injuries; ensure anyone with an injury is okay to run but have a plan in place, if possible, should they need to stop (i.e., check if another member is happy to escort the injured person back to the meeting place, if necessary).

• Register attendance on Spond and be aware of the number of members in the group.

• Include a warmup using dynamic stretches at the start of the session.

• Always include cool down stretches.

• Encourage members to apply good technique and participate in the full range of activities offered to promote all round fitness.

• Apply the country code, i.e., stick to public rights of way, close gates, don't litter.

• Give way to pedestrians and vehicles.

• In the event of an accident/incident; administer first aid, if necessary and contact the Club Chair/Secretary for the members' emergency contact details, if necessary and complete an online form via UKA.

• Never abuse the privileged position of power and trust with members and only communicate via Spond and/or Members Facebook page in an appropriate manner .

Club Committee

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 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 two welfare officers and ensure that they are provided with appropriate training to act as a first point of contact for concerns about welfare issues.

• Ensure that officers & coaches hold the appropriate qualifications for their role and have undertaken the appropriate checks e.g., DBS checks.

Club Welfare Officers

Stephen Cartwright

Tamsin Ritchie

Email: welfare@ashfordstriders.uk

The Welfare Officers will:

• Deal with confidential matters that may arise related to athletes and have an understanding and

appropriate manner to deal with such matters.

• Be responsible for the promotion of codes of conduct to members.

• Recognise the difference between poor practice according to club rules and matters that would be seen as a welfare issue.

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