

Totley AC - Principles of Member Conduct



This document provides an overview of the Totley AC Committee's understanding of the behaviour expectations of members within our community.

It does not want to dissuade members from participating in a club community that is likely to involve good humour, joviality, banter and conversations on a range of subjects (some of them political or otherwise sensitive). Indeed, this sense of togetherness, camaraderie and meaningful discussion is part of what bonds us together and makes Totley AC the great club that it is.

Descriptor

Totley AC is an amateur running club, operated by volunteers, and, as such, has limited resources.

Totley AC is an adult running club. We have no safeguarding policies in place for children, and, while some individual members may have qualifications, certificates or checks in place to work with children, the club's insurance does not include provision for the inclusion of children at club sessions or events. This document, therefore, refers to relationships between adults only.

Totley AC is a running club. It is not a medical or therapeutic support organisation and it would be improper for it to be treated as one or to extend its role to such provision. We understand that many runners join for healthcare and mental wellbeing reasons but Totley AC's provision is focused towards running only.

Totley AC notes the protected characteristics found within the Equality Act 2010 and this provides a helpful platform for how we conceptualise inclusivity. These are: age, disability, sex and gender, marital status, pregnancy/maternity, race, religious belief, sexual orientation.

England Athletics' guidance on wellbeing and conflict resolution within a club provides guidance as to what is considered good practice.

Principles

Without prejudice, all adults can join Totley AC regardless of athletic ability or other circumstances.

Totley AC considers itself to be a welcoming and inclusive club and expects all its members to contribute to it staying that way.

Mental and physical health is relevant to everyone.

All members should treat each other with respect and dignity while participating at Totley AC events (including social events), weekly training sessions and when using the club's various communication platforms, e.g. Whatsapp groups, email and Facebook.

Guidance for members

Conflict between members is unfortunately inevitable from time-to-time in a running club. Equally, it is inevitable that some members simply will not like each other and avoid interaction as much as possible. This ought to be anticipated and handled maturely.

Totley AC understands that many members have relationships with other members of the club that extend beyond the club and that conflict can arise outside of club situations. Conflicts of this nature extend beyond Totley AC's commitment to its members.

The role of a run/session leader and Committee member extends to ensuring – within reason – the positive behaviour of club members towards each other. If a member considers the behaviour of another member to be inappropriate during a training session then they should report this to the session leader in the first instance. This is assuming that it is not the session leader who may be acting inappropriately. In this situation the incident should be reported to the welfare team.

Members should always treat the session leader with respect and dignity.

If a member feels that they have witnessed inappropriate language or behaviour at a Totley AC event, training session or on one of the club's communication platforms (even if they are not directly involved in the conversation) then they may want to report it to the welfare officers – Helen Young and Tom Ricketts. welfare@totleyac.org.uk

If a member discloses to another member that they either have engaged, or intend to engage, in behaviour that is likely to cause alarm, distress, harm (to themselves or others), or what might be considered a criminal act, then the club's welfare officers should be notified at the earliest opportunity and possibly the police or other emergency/healthcare services.

If there is reason to believe that a member has engaged in behaviour that meets the threshold of criminality during Totley AC events, training sessions or on the club's communication platforms, then this is likely to be reported to the police.

For behaviour issues or arguments between members deemed to be minor (the Committee appreciates that this is a contestable term) the club will seek to mediate between the members concerned or speak to them informally.

If the behaviour of a member repeatedly falls below the standards expected they may have their membership suspended or terminated.

If members would like further clarification on the points above, they should contact the club's committee in the first instance. secretary@totleyac.org.uk

Best wishes,

Totley AC Committee