



Version 1.0

## Code of Conduct for Members

### Approval Details

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## Record of Change

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<b>Date</b>	<b>Version Number</b>	<b>Reason for Change</b>
17 Nov 15	1.0	First Issue of Document

# **North Highland Harriers**

## **Code of Conduct for Members**

### **Introduction**

North Highland Harriers (NHH) expects that all Members behave in a dignified and appropriate manner. The club also requires that its Members actively take steps to protect Junior Members/Vulnerable Adults from all forms of abuse. To ensure all Members understand the NHH standards, how to protect themselves from potentially compromising situations, and how to protect vulnerable individuals a Code of Conduct is provided.

### **As a Responsible Member you will**

- Respect the rights, dignity and worth of every athlete, coach, technical official and others involved in athletics.
- Respect the NHH Code of Conduct. Understand that NHH is principally an Endurance Club for Seniors, and therefore not all activities/events will be open to Juniors.
- When representing NHH always act in a manner appropriate to the Club's Code of Conduct.
- Use language that is appropriate to those you are addressing and those that could overhear.
- Follow the Guidelines for the use of Social Media/Photography and Communicating.
- Always follow the advice, guidance and rules provided for your and other members' Health, Safety and Welfare. Read any relevant Risk Assessment before undertaking the activity it is related to. Always put Health, Safety and Welfare needs first.
- Respect a Child/Vulnerable Adult's right to be involved in making choices and decisions which directly affect them.
- Listen attentively to any ideas and views a Child/Vulnerable Adult wants to share with you.
- Respect all Members culture.
- Respect all Members right to privacy and personal space.
- Respond sensitively to any Member who seems anxious about participating in certain activities.
- Speak to the Club Chairperson/Head Coach/Welfare Officer immediately if you suspect that a Child/Vulnerable Adult is experiencing bullying or harassment.
- Be aware of the vulnerability of some groups of children/vulnerable adults to being isolated and hurt (for example those with learning difficulties).
- Ensure that when you are working with children/vulnerable adults you are at least within sight or hearing of other Senior Members or in an open public environment.
- Listen carefully to any Child/Vulnerable Adult who 'tells you' that they are being harmed and report what you have discovered immediately to the Club Chairperson/Head Coach/Welfare Officer.
- Report immediately to the Club Chairperson/Head Coach/Welfare Officer any suspicion you have that a Child/Vulnerable Adult could be at risk of harm or abuse.
- Never dismiss what a Child/Vulnerable Adult tells you as 'lies' or exaggeration.
- Only restrain a child/vulnerable adult who is at imminent risk of inflicting harm to themselves or others or is at risk of damaging property.

- Report any bullying, harassment, abuse you are suffering by another Member immediately to the Club Chairperson/Head Coach/Welfare Officer (This does not affect your right to contact your local social services or the police if you feel it is necessary).

#### **As a Responsible Member you should not**

- Exaggerate or trivialise another Member's concerns about a Child/Vulnerable Adult or ignore an allegation or suspicion of abuse in the hope that it will either 'go away' or that 'someone else will deal with it'.
- Discuss personal issues about a Child/Vulnerable Adult or their family with other people except the Club Chairperson/Head Coach/Welfare Officer.
- Be drawn into any derogatory remarks or gestures in front of children/protected adults.
- Allow any Member to be bullied or harmed by anyone in the organization.
- Allow children/vulnerable adults to swear or use sexualized language unchallenged.
- Put other Members into potentially compromising situations. These include situation which could result in claims of bullying, harassment or abuse being carried out. For example leaving only one Senior Member with Junior Members; as a Junior Member organising a one-to-one meeting.

#### **As a Responsible Member you must never**

- Engage in sexually provocative games, including horseplay.
- Allow others to or yourself engage in touching a Child/Vulnerable Adult in a sexually provocative manner.
- Make sexually suggestive comments to a Child/Vulnerable Adult, even in fun.
- Engage in rough or physical contact unless it is permitted within the rules of a game or sports activity or conforms to the guidance on appropriate physical restraint.
- Form inappropriate emotional or physical relationships with children/protected adults.
- Harass or intimidate a Member because of age, 'race', gender, sexual orientation, religious belief, socio economic class or disability.
- Invite or allow a Child/Vulnerable Adult to stay with you at your home.
- Offer to transport children/vulnerable adults to training/events without the express written permission of the Parent/Guardian. If you do provide transport ensure you are not alone in the vehicle with that individual.