

Kilmarnock Harriers Code of Conduct

Kilmarnock Harriers will:

- ensure that all coaches and volunteers hold the appropriate qualifications
- adopt national policies and codes of good practice in relation to athlete welfare
- ensure that club officers and volunteers always act responsibly and set an example to younger members
- appoint a designated Welfare Officer, who is provided with appropriate training and periodic updating,
- to act as the first point of contact in cases of concern about athlete welfare and make their contact details known to organisations
- liaise appropriately with other key persons, including parents / carers, officials, coaches and sport scientists,
- to ensure that good practice is followed
- carry out their duty of care within relevant legislation and government guidance as well as recommendation and guidelines from UKA
- Operate within the guidelines of the Athletics Welfare Policy & Procedures document. (Can be view at any time online at www.ukathletics.net)

The athlete should:

- treat others with the same respect and fairness that they wish to receive
- uphold the same values away from the sport as they do when engaged in athletics
- anticipate their own needs, be organised and on time
- thank those who help them participate in athletics
- inform their coach of any other coaching they are receiving
- show patience with and respect diversity in others
- act with dignity at all times
- avoid destructive behaviour and leave athletics venues and training areas as they find them
- never engage in any illegal or irresponsible behaviour
- challenge anyone whose behaviour falls below the expected standards of 'Athletics Welfare'
- speak out immediately if anything makes them concerned or uncomfortable (telling parents / carers and or the Club Welfare Officer) or if a club mate has suffered from misconduct by someone else.
- not use inappropriate language whilst at or representing the club.
- not send inappropriate communication that may be misconstrued.

Additional Junior member considerations:

- notify a responsible adult if they have to go somewhere (why, where and when they will return
- not respond if someone seeks private information, unrelated to athletics e.g. home / school life
- never accept lifts in cars or invitations into homes on their own or without the prior knowledge and consent of their parent / carer
- use safe transport or travel arrangements

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A responsible parent / guardian should:

- meet the people who are coaching or managing your child and ensure you understand the role each person plays
- take an active interest in your child's participation and communicate with the club and coach in order to understand what training your child's participating in and why;
- ensure you are given the opportunity to attend training and competition sessions whenever possible;
- ensure that your child does not take unnecessary valuable items to training or competition
- know exactly where your child will be at all times and who they are with
- return a written informed consent form to the Club/Team Manager/Chaperone, including next of kin details, health and medical requirements, before your child goes to any 'away' events
- inform your child's coach of any special needs that should be taken into consideration during your child's training and athletic performance
- provide any necessary medication that your child needs for the duration of any trips
- report any concerns you have about your child's welfare / treatment to the club / regional / national welfare officer (this does not affect your rights to notify the social services department or police if you feel a crime has been committed)
- get involved with the club and help out at events. The club will be delighted to have some help. You can always take some coaching or officiating qualifications to enable you to participate more fully in this role and the club should be able to provide you with information on this;
- emphasise your child's enjoyment rather than an overemphasis on winning.

EQUALITY POLICY STATEMENT

Kilmarnock Harriers is strongly committed to equal opportunities for all sectors of the community. It is the policy of Kilmarnock Harriers to ensure that all participants, volunteers, coaches or parents receive equal treatment regardless of age, gender, marital status, employment status, social class, colour, race, ethnic or national origin, religious belief or disability.

- This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:
- Sports equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behavior and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behavior seriously, according to club disciplinary procedures.