

Glasgow Frontrunners Code of Conduct Policy



Last Reviewed and Adopted	Reviewed by:
January 2022	Drew Gibson (Sec), Johnpaul McCabe (WIO)
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All Members and Guests participating in any activity under the auspices of Glasgow FrontRunners are required to abide by all of the Club's policies as published on our website including the Code of Conduct, Adult Safeguarding and Club Equality Policy.

Personal Safety

You are responsible for your own safety and for the safety of other participants in Club events. You must be clear about the nature of the event before you take part, and be comfortable that it is within your capabilities – please contact the Run Secretary if you would like clarification. You must ensure that you wear appropriate clothing for the event.

GFR, through its affiliation to Scottish Athletics, has third party public liability insurance that protects the Club and Club Members (only) against being sued as a result of activities organised by the Club. That insurance is not personal accident or travel insurance and you are advised to take out appropriate insurance, especially for events which are abroad or where payment has to be made in advance.

Behaviour and Respect for Others

Participants in GFR activities must behave responsibly and comply with the law. This means, for example, abiding by rights of way legislation, and avoiding behaviour which could be perceived as unreasonable, infringe public decency or bring the Club into disrepute.

GFR is an equal opportunities Club and welcomes all adults, regardless of race, religion, sex, sexual orientation, gender identity or physical ability. GFR is a group where people can meet and enjoy friendship in an open and relaxed environment. Members and Guests shall treat each other and members of the public with respect. No Member or Guest should feel that they have to disclose personal information or explain any aspect of their lifestyle.

Members and Guests will have differing levels of comfort about their sexuality and/or gender identity and some may be nervous about participating in a group that seeks to encourage LGBT+ involvement in the sporting and local community. Please be especially sensitive to other Members and Guests in this regard. Members with particular responsibilities within GFR (e.g. committee members) should take special care not to take advantage of that position, either deliberately or unwittingly.

It is acceptable to take photographs at Club events but Members and Guests should not photograph anyone against their will. If you intend to submit the photograph to the newsletter or the website you should advise the people you are photographing of that. The Club may use photographs submitted to it for publicity purposes.

One of the key aims of GFR is in part "to encourage LGBTQIA+ involvement in the sporting and local community". As a club we want everyone to be comfortable participating in our activities. Changing should take place in appropriate areas such as changing rooms, toilets, tents etc. Where the weather is expected to be hot, runner should plan appropriately in their dress. In all competitions runners would be expected to keep their tops on and this is the same for our events. Appropriate clothing would be t-shirts, running vests tops and sports bras.

All members are expected to consider their own needs and abilities as well as that of other members. From time to time, GFR may specifically advise runners of a group that is best suited to them and other members of the club as a whole.

Confidentiality

Details of people and events provided to Members are done so for their use in attending or organising GFR events and should not be passed to non-Members except to enable them to attend an event as a Guest. The Club keeps addresses and other information about Members securely and will never share those details with third parties, except for the purposes of Club affiliation to comply with statutory obligations.

Limits to Authority

GFR gains useful publicity through press exposure and websites/social networking sites. However, please do not make statements on behalf of the Club unless you are authorised to do so. If you have ideas for

publicity, please contact a Committee Member. You may not commit the Club to any expenditure unless you are specifically authorised to do so. Club Code of Conduct

Supporting GFR

GFR welcomes guests to its events. If a Guest continues to attend events after their first free trial run, they will be encouraged to join the Club as a Member, or to pay the current fee. GFR functions entirely on voluntary effort – no-one is paid for their work on behalf of the Club. We encourage all Members to support the Club by helping to run it, which might be through organising an event, hosting visitors, or assisting the Committee.

Complaints and compliance

Any member of Glasgow FrontRunners, may raise a concern regarding any element of their membership. This may include the systems and processes of running the club (where the complaint is directed towards the Management Committee) or the behaviour of another member.

Informal resolution of the issue will be attempted in the first instance by the committee of which at least the Welfare and Inclusion Officer and/or President and/or Secretary should be informed even for informal resolution. However, if the member wishes to make their concerns formal, the procedure detailed in the Glasgow FrontRunners Complaints policy should be followed which can be accessed at www.glasgowfrontrunners.org > Club Documents Section