COLCHESTER HARRIERS ATHLETICS CLUB
CODE OF CONDUCT
(Adopted October 2026)

1. Purpose and Scope
This Code sets out the standards of behaviour expected of everyone involved in the Club.

It supports our commitment to:
- Safety and welfare
- Respect and inclusion
- Fair competition
- Integrity and sportsmanship

This Code applies to:
- All Club members, including junior members
- Coaches
- Volunteers and officials
- Committee members and Club officers
- Parents, guardians and carers when engaging with the Club or its activities
- Anyone acting on behalf of, or representing, the Club

All alleged breaches of this Code will be managed in accordance with the Club's Disciplinary and Appeals Policy.

Safeguarding concerns will be managed in accordance with the Club's safeguarding arrangements and any applicable England Athletics or UK Athletics requirements.

This Code operates alongside the Club's other policies and the rules, regulations and safeguarding requirements of England Athletics and UK Athletics.

2. Our Core Values
Everyone covered by this Code is expected to:
- Treat others with dignity and respect
- Promote a safe, inclusive and welcoming environment
- Act with honesty and integrity
- Respect the rules of athletics
- Respect the decisions of coaches and officials, and cooperate with their reasonable instructions and directions when carrying out their roles
- Raise any disagreement with a decision respectfully through the appropriate Club channels
- Protect the reputation of the Club

The Club has zero tolerance for bullying, harassment, discrimination or abuse in any form, including online.

3. Track Rules & Training Etiquette
All athletes, coaches and other track users must comply with the Club's separate Track Rules & Training Etiquette policy. That policy sets out the practical rules for safe and considerate use of the track during Club sessions.

A breach of the Track Rules & Training Etiquette policy may be dealt with under the Club's Disciplinary and Appeals Policy where appropriate.

4. Junior Members (Under 18)

As a junior member, I have the right to:

- Be safe and protected
- Be listened to
- Be treated fairly
- Ask for help

As a junior athlete, I will:

- Be respectful and supportive of others
- Follow instructions from coaches and officials
- Compete fairly
- Tell a coach if I am injured or unwell
- Report inappropriate behaviour
- Not bully, intimidate or exclude others, including online
- Not use bad language or behave inappropriately
- Not use my mobile phone during training or in changing areas unless authorised
- Not carry or consume alcohol or illegal substances
- Take care of equipment and facilities
- Keep to agreed timings

Parents/carers will normally be informed if concerns are raised about a junior member's conduct, subject to any safeguarding considerations.

Junior athletes are expected to demonstrate regular commitment to both training and competition. Where an athlete has persistent unexplained absence from training or does not demonstrate reasonable commitment to competition, their coaching allocation may be reviewed. A review of coaching allocation is an operational coaching decision and is not, of itself, a disciplinary sanction. Parents/carers will normally be informed where a junior athlete's coaching allocation is being reviewed.

5. Parents, Guardians and Carers

Parents, guardians and carers play a vital role in creating a positive sporting environment. When engaging with the Club or its activities, you are expected to:

- Demonstrate respectful behaviour at all times
- Encourage effort and enjoyment, not just results
- Never pressure, punish or belittle a child
- Use appropriate language
- Support Club policies and safeguarding procedures
- Ensure safe transport arrangements
- Provide relevant medical information
- Raise welfare concerns with the Club Welfare Officer

Inappropriate behaviour towards athletes, coaches, officials, volunteers or other parents/carers may be dealt with under the Club's Disciplinary and Appeals Policy.

6. Senior Athletes (18+)

As a senior athlete, I will:

- Respect fellow athletes, coaches and officials
- Compete within the rules of the sport
- Promote clean sport and reject prohibited substances
- Act responsibly at Club events and venues
- Avoid abusive or discriminatory language
- Not carry or consume alcohol or illegal substances while training or competing
- Challenge and report inappropriate behaviour
- Maintain appropriate boundaries with coaches and officials

- Use social media responsibly and not damage the reputation of the Club or its members

Athletes are expected to demonstrate reasonable commitment to training and competition. Persistent unexplained absence may result in a review of coaching allocation. A review of coaching allocation is an operational coaching decision and is not, of itself, a disciplinary sanction.

7. Coaches, Officials and Volunteers
All coaches, licensed officials and volunteers must:

- Comply with their applicable England Athletics / UK Athletics licence requirements
- Hold appropriate qualifications and safeguarding checks where required
- Place athlete welfare above performance
- Maintain professional boundaries at all times
- Never engage in inappropriate relationships or communication with athletes
- Avoid being alone with under-18s unless clearly visible to others
- Not transport under-18s alone
- Not share accommodation with under-18s
- Promote fairness, respect and inclusion
- Report safeguarding concerns immediately

Licensed coaches and officials remain bound by the full Code of Conduct applicable to their licence status under England Athletics / UK Athletics regulations.

8. Safeguarding
The Club is committed to safeguarding the welfare of children and adults at risk.

Everyone covered by this Code must comply with the Club's Safeguarding Policy and any applicable England Athletics or UK Athletics safeguarding requirements.

Safeguarding concerns must be reported and managed in accordance with the Club's Safeguarding Policy.

9. Social Media & Online Conduct
Everyone covered by this Code must comply with the Club's Social Media Policy. Online behaviour connected with the Club remains subject to the standards of behaviour set out in this Code.

A breach of the Social Media Policy or other online conduct may be dealt with under the Club's Disciplinary and Appeals Policy where it falls within the scope of that Policy.

10. Breaches of the Code
Concerns or allegations that this Code has been breached will be considered and, where appropriate, dealt with in accordance with the Club's Disciplinary and Appeals Policy.

Minor concerns may be addressed informally where appropriate. More serious matters, repeated concerns, safeguarding matters or other conduct requiring formal consideration may be dealt with under the formal disciplinary process.

Any formal finding of misconduct and any sanction will be determined under the Club's Disciplinary and Appeals Policy. This Code does not create a separate disciplinary or appeals process.

11. Acceptance
All members, and parents/carers of junior members where applicable, must confirm that they have read and agree to abide by this Code of Conduct as a condition of membership.

Coaches, officials, volunteers, Club officers and others acting on behalf of or representing the Club are expected to comply with this Code as a condition of their involvement with the Club.