

Portsmouth Joggers Club

Group Leader Code of Practice

Code of Practice

The Code of Practice is designed to support Group Leaders and also outlines a set of standards expected for all members of the Portsmouth Joggers Club. This Code supports Groups Leaders but can be used by any coaches that the Club may appoint.

Please note that any references made to members include Joggers and Runners.

Principles:

1. The purpose of this Code of Practice is to uphold standards of ethical behaviour for Group Leaders and club members. The components of ethical behaviour are: integrity, responsibility, competence and confidentiality.
2. It compliments, but does not supersede, the Codes of Practice and stated Welfare policies of the national governing body of UK Athletics, and has been written to reflect the particular character of the Portsmouth Joggers Club.
3. Club members participating in group sessions led by Group Leaders nominated and approved by the Club Committee will be deemed to have accepted this Code and those of UK Athletics, and to endorse and subscribe to the principles and responsibilities embodied in them.
4. A Group Leader in this context is anyone qualified by UK Athletics or deemed appropriate and suitably experienced by the Club Committee to lead or coach; A member is anyone participating in any club training session with the Portsmouth Joggers Club.
5. The member/Group Leader relationship is a two-way relationship where the member's wellbeing comes first. The core of the relationship is a mutual commitment by both the member and Group Leader, to jogging in general and to running training in particular.
6. Group Leaders and members agree that participating in, or continuing a training session, is a decision that can only be made by each individual member.
7. A Group Leader will not exert undue pressure on members, beyond reasonable encouragement. Bullying, use of critical language and sarcasm, or otherwise undermining any member's self-esteem are totally unacceptable.
8. Group Leaders will treat everyone whom they are coaching/leading or who is participating in a club training session with equal dignity and respect, irrespective of their ability, gender, age, ethnic origin, religion, sexual orientation, disability or political persuasion.
9. Members and Group Leaders will treat each other with mutual trust and respect.
10. The Group Leader may collect personal information about a member in order to help them achieve their goals. The Group Leader and member must reach agreement on what will be considered confidential and the Group Leader must respect that agreement.

Roles and Responsibilities

The Group Leader will:

1. Respect the rights, dignity and worth of every member, regardless of background or ability.
2. Place the welfare and safety of the member above the development of performance.
3. Challenge inappropriate behaviour or language by others.
4. Never put themselves in a position where exploitation or abuse of vulnerable members could occur or could have been thought to have occurred.
5. Ensure that they are properly qualified or experienced for activities that they coach/lead and where appropriate, update their licence and education as and when required by the club.
6. Whilst in a coaching/Group Leader role, strictly observe a clear boundary between friendship and intimacy with members.
7. Turn up in good time for each session and/or ensure that there is adequate cover for each session provided, or adequate notice of cancellation.
8. In advance, clarify the content and purpose of a particular session.
9. Lead sessions with enthusiasm and to the best of their abilities, consistently promoting the positive aspects of the sport (e.g. health and social benefits and fair play) and never condone rule violations or use of prohibited or harmful substances, such as tobacco, narcotics and performance-enhancing drugs.
10. Act as a good role model by consistently displaying good standards of behaviour, appearance and safe training practice in their own training.
11. Always ask the member's permission and explain the reason why before any physical contact.
12. Co-operate fully with other colleagues (e.g. other Group Leaders, Officials, Team Managers, Doctors, Physiotherapists, Governing Bodies) in the best interests of the member.
13. Listen and be sensible to member's concerns and make them a primary concern when undertaking the training session.
14. Make clear the limits of their commitment, and any reasons why they may refuse to coach or lead any particular member.
15. Invite and listen to feedback from the members they are coaching or leading.
16. Recognise and accept when it is in the member's interest to refer to other, more qualified coaches/leaders or other specialists for advice.
17. Report any suspected misconduct by other Group Leaders to the appropriate authorities (the Club's Welfare Officer, UK Athletics, Police, as appropriate).
18. Promote membership of Portsmouth Joggers Club.
19. Represent concerns, queries, suggestions and recommendations regarding Portsmouth Joggers Club to the Committee.

The Group Member (Jogger/Runner) will:

1. Accept responsibility for their own behaviour and performance in training and in competition.
2. Treat other with fairness and respect, showing patience with others and respecting diversity.
3. Act in a dignified manner and not bring the sport or the club into disrepute.
4. Participate in session with enthusiasm and to the best of their abilities.
5. Follow the Group Leader's instructions, including taking responsibility for reading/listening to the briefings and risk assessment for the session.
6. Turn up in good time for the start of the session with suitable footwear and gear and with adequate arrangements for post-training re-hydration and nutrition made.
7. Let the Group Leader know of any factors liable to have an impact on their ability to train or compete or their long-term health (e.g, wellness or health issues, medication, injury, illness, impending or recent competition, work or home pressures).
8. Whilst in a Jogger/Runner role, strictly observe a clear boundary between friendship and intimacy with the Group Leaders.
9. Challenge anyone whose behaviour falls below the standards in this Code of Practice.
10. Report any suspected misconduct by other Group Leaders to the Club's Welfare Officer in the first instance.
11. Give feedback to the Group Leader on how the session felt for them and whether there are any consequential problems.
12. Take personal responsibility for warming up before the session and cooling down including stretching after the session.
13. Show appreciation to those throughout the club who help them participate in running, including the Group Leaders.
14. Be a fully paid member of the Portsmouth Joggers Club.

Violation of the Code

Group Leaders or members wishing to allege breaches of the Code should in the first instance contact the Club's Welfare Officer.