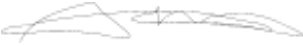


Code of Conduct

Version Number	4.0
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Signed	Adam Moxley (Secretary) - 
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1. Background to this Policy

This policy sets out Newcastle Frontrunners' (NFR) commitment to being an open and inclusive Club, via our behaviour, ethics, safety focus, promotion of well-being and respect for all.

The policy was drafted using available guidance from England Athletics, Charities Commission, and other best practice guides.

2. Organisation aims

NFR is welcoming to all prospective members who share our values. Our primary focus is on inclusivity and this should be at the heart of all our activities.

The objectives of the Club as stated in our constitution are:

- to promote physical and mental health, and well-being, through running for the
- benefit of the public among lesbian, gay, bisexual and transgender + (LGBT+) individuals aged 16 and above regardless of race, religion, sex, sexual orientation or physical ability;
- to combat discrimination and homophobia in sport, and to encourage LGBT+ involvement in the local and sporting community.
- In pursuit of these objectives the Club shall promote equal opportunities.

Our Code of Conduct supports this through:

- Promoting a culture of inclusivity and mutual respect between members and towards those outside the club;
- Treating club members fairly and with respect;
- Not tolerating bullying, harassment, discrimination, or victimisation of any kind;
- Dealing with any concerns in a fair and robust manner.

3. Scope of this policy

The scope of this code of conduct applies to:

- Activities organised by NFR including training sessions, competitive events, and socials;
- Events or socials not organised by NFR but where NFR members may be seen to be representing NFR, including when wearing club colours;
- NFR social media platforms (e.g. Facebook, Twitter) and other communications;
- Social interactions that have the potential to bring the Club into disrepute;

- Behaviour or actions that do not respect the personal boundaries or feelings of other Club Members.

4. Membership agreement

On admission to the club, and at renewal of membership, our Members will be asked to confirm that they agree to:

- Ensure they have read, understood and abide by this Code of Conduct, our Constitution, and other associated policies;
- Familiarise themselves with the UKA Code of Conduct for Athletes (Appendix 1);
- Treat Members and others outside the Club with dignity, respect and fairness;
- Help promote a culture of diversity and inclusivity within the Club;
- Be open and honest in dealings with others and respect their confidentiality;
- Avoid behaviour which could be perceived as unreasonable, infringe public decency or bring the Club into disrepute and/or put the club's reputation at risk;
- Raise issues of concern in an appropriate and timely way in line with the code of conduct complaints procedure.

Committee members shall in addition to the requirements of Members, follow the Charity Governance Code (<https://www.charitygovernancecode.org/en>), and Executive members (Trustees) the duties of a Trustee (<https://www.gov.uk/guidance/charity-trustee-whats-involved#trustees-6-main-duties>).

5. Confidentiality

The Club has a Data Protection Policy which outlines the proper use of personal data and data security. Members should be mindful of the personal and sensitive data of others which may at times be shared with them for the purposes of administering the club. Good data protection principles should be followed, and an assumption made that data should not be shared or is confidential unless explicit consent is given by a member.

6. Guests

NFR welcomes guests to its events. Members are expected to ensure their guests adhere to this code of conduct and other club policies whilst at Club events.

7. Limits to authority

Newcastle Frontrunners can gain useful publicity through press exposure and websites/social networking sites. Members are requested not make statements on behalf of the club unless authorised to do so. Members may not commit the club to any expenditure unless specifically authorised to do so.

8. Breaches of this Code of Conduct

If a breach or potential breach of this Code of Conduct is discovered the Committee will be informed. The Committee will then follow the steps as outlined in the Complaints Procedure. (see separate policy on website).

9. Principles for dealing with breaches of this Code of Conduct

Confidentiality is an important part of this policy.

- Everyone involved in this policy - whether making a complaint or involved in an investigation - is responsible for maintaining the high level of confidentiality required;
- Details of an investigation and the names of those involved must only be disclosed on a 'need to know' (i.e. If you tell people something on a need-to-know basis, you only tell them the facts they need to know at the time they need to know them, and nothing more) basis;
- Any investigation will be thorough, impartial and objective and carried out with sensitivity to the rights of all involved;
- Members who make complaints or who participate in good faith in any investigation must not suffer any type of victimisation or retaliation as a result;
- Members who deliberately provide false information or raise issues maliciously will themselves be open to investigations as part of the Code of Conduct policy;
- Members who are found to have retaliated against or victimised someone for making a complaint or assisting in good faith with an investigation under this policy will be dealt with under the Code of Conduct policy.
- When the club's resources cannot meet the needs of an investigation, we reserve the right to seek third party advice/assistance/authorities.

10. Review of this policy

This policy shall be reviewed every 3 years, the next review is due on or before August 2028.

11. Appendices

UK Athletics Senior Athlete Code of Conduct

The up-to-date Code of Conduct can be found on the UK Athletics website: <https://www.uka.org.uk/>

At time of writing, their Code of Conduct for Senior Athletes (March 2023) can be found here:
<https://www.uka.org.uk/wp-content/uploads/2023/04/Codes-of-Conduct-Senior-Athletes-March-2023.pdf>

Document Change Log

This document will be reviewed every 3 years or as changes in legislation dictate.

Version	Date	Reason for Update	Author
1.0	March 2022	N/A - First Version	
2.0	August 2022	Revision of Risk Assessment Documents	
3.0	August 2023	Revision of Policy: Updated with new logo s.2 updated to replace 'Sport@Kenton' with 'Sport@Gosforth' Revision of Risk Assessment Documents	
4.0	August 2025	Policy reviewed, version number updated.	Adam Moxley