



## Mid Devon Cycling Club - Code of Conduct Draft

The aim of the Code of Conduct is to provide a framework that Mid Devon Cycling Club may use to maintain satisfactory standards of conduct, to encourage improvement where necessary, and to offer a framework for disciplinary action against a member or the parent of a junior member.

### From BRITISH CYCLING CODE OF CONDUCT

#### UNITY

- Take pride in ourselves with regards to inclusivity and diversity and be committed to working in partnership within our organisation and with others. • Recognise that all people involved in cycling have an equal right to participate in the sport.
- Make every effort to ensure that cycling is a sport in which everyone is treated as an individual, and which is open and available equally to all members of society.
- Build relationships within the sport which are open and honest, and founded on mutual trust and respect.
- Ensure that cycling, in all its forms, offers the individual an opportunity to participate without fear or harassment.

#### INTEGRITY

- Accept personal responsibility for all of our actions and always act with transparency and honesty in order to build trust. • Ensure that individuals within cycling are, at all times, treated with respect and that we are fair, honest and considerate to riders and other individuals involved in the sport.
- Do not discriminate against an individual for any reason, whether it be race, colour, gender, marital status, sexuality, age, disability, occupation, religion or political persuasion - and challenge discrimination in whatever form it takes.
- Recognise and understand how to report any safeguarding concerns relating to children, young people and adults at risk. • Act within the Technical Regulations and the spirit of cycling at all times and comply with UK Anti-Doping Rules.

#### PASSION

- Demonstrate passion to achieve the best results, and determination to set the standard in everything we do.
- Lead and serve our sport with dignity and humility.
- Always do the right thing with openness and accountability.
- Strive to be positive role models for others in the sport at all times.

## INNOVATION

- Pursue innovation and continuously search for new ideas and improvements.
- Try the unconventional so we can achieve what is great.
- Challenge one another and ask others to challenge us as we seek to achieve the exceptional.

In addition to the minimum standards, the following roles carry additional levels of expectation.

### **Riders, spectators, parents/carers**

This applies to individuals participating in and/or spectating cycling within the club environment or competitive sport, or as a recreational activity, including parents/carers of those involved in cycling activity.

These individuals will, at all times:

- take responsibility in ensuring that they are up-to-date with the rules for their cycling discipline, understand and adhere to them and encourage others to do the same;
- recognise and respect the valuable contribution made by all riders, coaches, officials, ride leaders and volunteers;
- respect officials and publicly accept their decisions;
- comply with the Highway Code and public rights of way, whilst also respecting any environment in which you are involved in cycling activity, by respecting other members of the public, by not littering and by maintaining proper personal behaviour;
- remember that all riders gain a wide range of benefits from participating in cycling, and the sport is not just about winning and losing; and
- provide encouragement and support to all participants, recognising that we all make mistakes.

Further documentation:

British Cycling Good Club Guide  
British Cycling Let's Ride Terms and Conditions

In addition to the above values, British Cycling's Great Britain Cycling Team (GBCT) riders will be expected to act in an empowered and proactive way, engaging with the GBCT Programmes in line with the below documents (as appropriate) and working together to achieve a shared collective goal.

Further documentation:

- World Class Programme Performance Athlete Agreement
- GBCT Athlete Agreement (Development & Senior)
- Professional Road Rider Agreement • Guest Rider Agreement
- Camp Guidance Document

## **Coaches, team managers, leaders, tutors and volunteers**

This section applies to individuals who help others to achieve their goals through sport and recreational activity. This could include coaches, leaders, instructors, teachers, activators and others who are responsible for the planning and delivery, or facilitation, of cycling activities and for sustaining the welfare and engagement of participants.

These individuals will, at all times:

- provide a positive experience, appropriate to the age and developmental stage of the rider and respecting their long-term welfare and best interests; • promote the concept of a balanced lifestyle, supporting the wellbeing of the rider both in and out of cycling;
- educate the riders as appropriate, including topics such as ethics and fair play, rules of competition, adherence to the Highway Code, Rights of Access, and performance-enhancing and recreational drugs;
- maintain up-to-date knowledge and practice through a commitment to continuing professional development (CPD);
- promote good practice in others and challenge any poor practice that they become aware of, reporting to British Cycling and other agencies if necessary; and • respect their position of trust and maintain appropriate boundaries and relationships, particularly with participants under the age of 18 years.

Further documentation:

- British Cycling Guidelines for Coaching Cycling
- British Cycling Code of Practice for Cycling Coaches • British Cycling Guidelines for Leading Rides
- British Cycling Guidelines for Cycle Training
- UK Coaching Code of Practice for Sports Coaches

## **Event officials**

Event officials include, but are not limited to, commissaires, event organisers, judges, timekeepers, marshals, stewards, drivers and other event support roles, across all disciplines and levels.

These individuals will, at all times:

- agree to comply with British Cycling's rules, regulations, policies, codes and practices in accordance with current British Cycling membership, which shall be implied from their acceptance of appointments/role or event registration;
- understand and stay up-to-date with British Cycling's rules and regulations, as well as the principles of their application; • behave as an ambassador for the sport of cycling and, as a representative of British Cycling, show respect for everyone, the event, and associated organisations;
- be unbiased, impartial, consistent and objective when performing roles where decisions affect a race, competition or its results; • ensure that clothing, equipment and behaviour is always seen as being independent and neutral. If uniform is provided, always and only wear it at events that they are appointed to;
- always follow the instructions and uphold the decisions and actions of the appointed commissaires; and
- never get involved in inappropriate discussions about events, riders or officials, during or after events, or on social media.

Further documentation:

- British Cycling Rules and Regulations
- British Cycling Role Profiles and Guidelines

## **Discipline and appeals**

- (a) The Club Welfare Officer is the lead contact for all members in the event of any child protection concerns and also for any other concern affecting members above the age of 18.
- (b) All concerns, allegations or reports of poor practice/abuse relating to the welfare of children and young people will be recorded and responded to swiftly and appropriately in accordance with the club's child protection policy and procedures.
- (c) All complaints regarding the behaviour of members should be presented and submitted in writing to the Club Welfare Officer who will endeavour to resolve the complaint.
- (d) The Management Committee An ad hoc Committee set up by the Club Chairman with its membership drawn from members who will have no prior knowledge of the case will meet to hear complaints within 14 (fourteen) days of a complaint being lodged. This committee has the power to take appropriate disciplinary action including the suspension of or in serious cases the termination of club membership.
- (e) The outcome of a disciplinary hearing should be notified in writing to the person who lodged the complaint and the member against whom the complaint was made within 7 (seven) days of the hearing and a decision made.
- (f) There will be the right of appeal to the Management whole Club Committee via the Club General Secretary following disciplinary action being announced. Any appeal by either the complainant or the accused must be lodged within 5 (five) days of receipt of the Ad Hoc Committee's decisions The committee should consider the appeal within 14(fourteen) days of the Secretary receiving the appeal.