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**WELSH
FELL
RUNNERS
ASSOCIATION**

WFRA Code of Conduct

Adopted on an interim basis by the WFRA Committee on 12th February 2022.

Date for review: By AGM 2022 and every 3 years thereafter.

Introduction

This code of conduct applies to the Welsh Fell Running Association (WFRA) including:

- a) its committee members, including members of sub-committees, or non-committee office holders (officers)
- b) its members, when participating in fell running and related activities (including competing, marshalling, race organising, associated social activities and when engaging on social media related to fell running e.g. the WFRA facebook group.
- c) non-members, when participating in WFRA sanctioned races or other WFRA related activities, including when accompanying competitors or spectating including, where applicable, the parents/guardians and coaches of those competing (participants)

For brevity and unless the distinction is important, the above groups are collectively referred to throughout the code as participants.

All members of the WFRA will be made aware that the Code of Conduct exists and that they are deemed to have accepted they will abide by the Code of Conduct through joining the Association.

All participants, whether members or not, will also be made aware that the Code of Conduct exists and that they are deemed to have accepted they will abide by the Code of Conduct through participating in WFRA activities, including through inclusion of the summary Code in race entry forms.

Summary Code of Conduct

[To be included in the calendar, race entry forms etc]

The WFRA aims to ensure a welcoming and equal space for everyone involved in the sport of fell running. All WFRA members, and all who participate in WFRA events, must abide by the WFRA Code of Conduct. This includes:

- Taking primary responsibility for their own safety, upholding the values of fair and sporting competition, complying with the race Safety Requirements, and treating the countryside with respect.
- Avoiding abusive, racist or inappropriately sexual language or behaviour, and challenging inappropriate language or behaviour by others.
- Behaving with respect, dignity, and courtesy to others, including fellow competitors, marshals and race officials.
- Avoiding inappropriate physical contact with other runners.
- Maintaining high standards of behaviour on WFRA and related media. If you're uncertain whether something is appropriate - don't post it.

Full Code of Conduct for all WFRA participants

The following guidance is the expectation of the WFRA as a Code of Conduct for all its participants. Ignorance of the existence of this Code of Conduct will not be accepted as a defence.

Members are expected to uphold the values and policies of the WFRA and to preserve the reputation of fell running in Wales and the Borders as an inclusive sport showing respect for all participants, race officials, landowners, local residents, members of the public and the environment.

1. WFRA participants are expected to:

1.1 show courtesy and respect to officers, race organisers or officials, and the decisions they make

1.2 respect the spirit of the sport and where necessary aid fellow runners in emergencies, even if this is to the detriment of their race

1.3 avoid abusive, racist or inappropriately sexual language or behaviour, bullying, harassment, discrimination of any sort, or physical violence

1.4 challenge inappropriate language or behaviour by others

1.5 avoid inappropriate physical contact with other runners

1.6 ensure that any concern regarding the safeguarding of children, vulnerable adults or indeed any individual is reported in accordance with the WFRA's Safeguarding Policy (available on our website: <https://www.wfra.org.uk/policies/safeguarding>)

1.7 promote the good reputation of fell running and not behave, or condone others' behaviour, in a manner liable to bring the sport or the WFRA into disrepute

1.8 compete within the rules of fell running (see the calendar, WFRA website or race specific info for more details)

1.9 take primary responsibility for their own safety, upholding the values of fair and sporting competition, complying with the race Safety Requirements

1.10 respect the property, privacy and livelihoods of local residents and landowners and treat the countryside with respect

1.11 show courtesy and respect towards members of the public

1.12 abide by the UK Athletics Anti-doping Rules

1.13 maintain high standards of behaviour on WFRA and related media. If you're uncertain whether something is appropriate - don't post it [*see additional guidance on social media below*]

Additional Considerations for WFRA Officers

This section of the Code of Conduct applies to all members of the WFRA committee, any subcommittee formed by the WFRA and any observers invited or otherwise present at any meeting of WFRA committees. This applies whether the meeting is in person or a virtual type of meeting.

2.1 When undertaking a role on behalf of the WFRA, officers shall act with due diligence and care and in the best interests of the WFRA. They shall act with probity and prudence in relation to all financial matters so that if challenged a complete trail is always available for scrutiny. Committee

members must be aware of, and comply with, the requirements of the UK Bribery Act 2010 which has two general offences: -

- the offering, promising or giving of an advantage, and
- the requesting, agreeing to receive or accepting of an advantage

2.2 Officers will ensure that all discussion at meetings is kept confidential. Minutes should be recorded for all meetings with only the final approved minutes being made available as the public record.

2.3 Officers will be required to confirm any conflict of interest at the start of any meeting or at any time during a meeting when a conflict becomes apparent, and this should be recorded in the minutes of the meeting. In the case of a conflict of interest, the affected officers can be involved in any discussions leading up to a decision at the discretion of the Chair of the meeting but may not participate in a vote.

2.4 Officers are volunteers, however they may potentially be regarded as ambassadors of the WFRA, especially when engaged in fell running related activities, and should, therefore, have due regard to the reputation of the WFRA. In particular, WFRA officers should take care not to engage in personal exchanges on WFRA (or related) matters on social media when they could be interpreted as representing the WFRA.

2.5 Officers should give timely notice when they are no longer able or willing to continue in their role.

Additional considerations for licensed coaches

3.1 The WFRA does not license coaches. However, the WFRA expects that coaches involved in fell running, especially those operating with juniors, will abide by their club and Welsh Athletics/UKA policies and code of conduct (see e.g. <https://www.englandathletics.org/resources/view/uk-athletics-hcaf-coaches-code-of-conduct/?from=1>).

Additional guidelines for social media use

All participants should be mindful that this code of conduct applies to WFRA-related social media (including e.g. WFRA race Facebook pages) and to WFRA members on fell running related social media more generally. When acting in a personal capacity WFRA officers do not represent the organisation and may express views which are not those of the WFRA. Nevertheless, they should bear in mind these guidelines whenever active on social media.

The same expectations apply on social media as to in-person behaviour:

4.1 Use your best judgement at all times. If you're uncertain if something is inappropriate or questionable, don't post it.

4.2 Mind your manners: be respectful, kind and civil. You should not tolerate discrimination or hateful comments about anyone, including your rivals.

4.3 Be human: Use your own voice; speak in a warm, approachable tone and most importantly, be yourself. However, remember that anything posted on behalf of the WFRA is permanent and a reflection of the WFRA and its members.

4.4 Respect copyrights and fair use: Always give people proper credit for their work, and make sure you have the right to use something before you publish, for example – race photographs taken by someone else.

4.5 Be aware of confidentiality: Only reference information that is publicly available. Do not disclose any information that is confidential without prior consent. For example – a personal telephone number.

Specific considerations with respect to minors

4.6 Parental consent should always be obtained before sharing photos/videos or other details of minors on WFRA and related media, this can be done through e.g. the WFRA junior race entry forms (available on our website). Good judgement should be exercised in choosing which photos/videos to share, e.g. focussing on positive aspects of the subjects' participation in fell running. Details of minors shared on social media should be limited to those normally included in results lists and covered by the WFRA juniors consent form (e.g. name, club, time, position etc). See also further guidance from CPSU: <https://thecpsu.org.uk/help-advice/putting-safeguards-in-place/>

4.7 Communications concerning minors, whether by email, phone or other media, should always go via, or include, their parents/guardians. Age limits on the use of apps such as Whatsapp (16+) should be observed.

Action for a breach of the WFRA Code of Conduct

If you believe this code of conduct has been breached, please consult the WFRA's complaints & disciplinary policy (available on our website).

Sources

The Code of Conduct is based on the Welsh Orienteering Association code of conduct and also draws on guidance from UK Athletics, with amendments where appropriate for the WFRA context. This statement acknowledges the use of these sources while developing this policy.