



York Rouleurs

Code of Conduct

Members and Officials of York Rouleurs will act at all times with respect for others, in good faith and in the best interests of the Club and its community.

York Rouleurs will conform to the British Cycling Code of Conduct and Disciplinary Procedures.

York Rouleurs will not tolerate physical, sexual or verbal abuse, violence, intimidation or bullying in any form.

Reporting Breaches in the Club Code of Conduct

All incidents that are in breach of the Club Code of Conduct should be reported to a Club Committee Member. If this is not possible, please ensure that notes are made, as soon as possible, so that you can recall the incident accurately when you do report it.

Do not keep incidents to yourself.

If you see any activity that you would regard as criminal and/or one which endangers the welfare of you or others, you must call the Police immediately.

Misconduct

Minor Breaches

The incident will be dealt with at the next meeting of the Club Committee. The Committee's decision will be final. Examples of failure to comply with the Club Code of Conduct (normally referred to as misconduct) include:

- Minor breach of club policies
- Refusal to follow instructions e.g. from a Club Committee Member
- Obscene language or other offensive behaviour

Serious Breaches

1. If necessary, details of any incident(s) will be passed on to the relevant bodies such as British Cycling and, in extreme cases, the Police.
2. The member(s) concerned will be immediately suspended from all club activities, while allegations are investigated.
3. Members can be suspended by the Club Committee, Club Chairperson or Club Welfare Officers.
4. The member(s) concerned shall be instructed to have no contact with any other affected parties.
5. The Club Committee has the right to dismiss any complaint if it is deemed to have no basis.
6. The Chairperson will convene a hearing, as soon as possible, in the company of three Club Committee Members, and statements will be considered from all parties.
7. Those conducting the hearing will endeavour to reach a decision as soon as possible, with a written confirmation sent to all parties involved.
8. If the complaints are upheld, the member concerned has the right to appeal the decision. Any appeal will be considered at the earliest possible time. The appeal decision is final.

Examples of a serious breach of the Code of Conduct include:

- Unlawful discrimination or harassment
- Physical violence or bullying
- Serious threats or intimidation
- Bringing the Club into serious disrepute
- Causing loss, damage or injury through serious negligence
- Theft or fraud
- Serious breach of health and safety rules/misuse of safety equipment (detailed in "Club Run Etiquette" policy document)
- Serious breach of confidence
- Serious breach of Club or British Cycling policies and procedures
- Use of banned or illegal substances
- Unauthorised use or disclosure of confidential information

This list is not exhaustive and is intended as a guide only.

Care and Protection of Junior Members

York Rouleurs membership is open to all those over the age of 16, however anyone under the age of 18 is considered a 'child' by British Cycling and would therefore require parental consent to join. As such, the Club takes its duty of care for any younger members extremely seriously. We endeavour to provide a supportive club environment for all. Younger members shall be treated as an individual and every attempt made to cater to their differing physical abilities and emotional needs, whilst adhering to the 'Respect' section of the "Club Run Etiquette" policy document and 'Ethos' on the Club website.

If you have any concerns about a Club member, or any other person encountered as a result of the Club's activities, regarding their treatment of younger members, you must contact one of the Club Welfare Officers. This applies even if the concern seems minor or trivial.

Current Club Welfare Officers:

Oliver Butterwick – Club Welfare Officer

Tel: 07800929031 E-mail: obutterwick@gmail.com

Patrick Hollier – Deputy Club Welfare Officer

E-mail: patrick.hollier@btinternet.com

A Young Persons Guide to Child Protection (British Cycling)

You have rights. Cycling should be fun. You should be safe and enjoy your sport. You can't do that if you feel unhappy - if someone is bullying or abusing you.

For help contact Childline, telephone: 0800 1111.

When do you know if something is wrong?

Something is wrong if someone:

- Constantly teases you, shouts at you or calls you names
- Makes suggestive remarks or tries to pressurise you into sexual activity
- Threatens, hits, kicks or punches you
- Damages or steal your belongings
- Touches you or does anything in a way that makes you feel uncomfortable
- Does anything that makes you feel lonely, worried, unsafe, hurt or embarrassed

If you are bullied or abused it is not your fault. If this is happening to you try to:

- Be firm and tell the person to stop - make a lot of noise to attract attention
- Keep a note of the date, time and place, what happened, how you felt and the name of anyone who may have seen what happened
- Get away from the situation quickly, go to a public place to find help or call the police (999)
- Call your Club Welfare Officer
- Tell your parents/carers, Club Welfare Officer or an adult you can trust what has happened as soon as possible

Keeping Safe

To keep safe always:

- Tell someone you trust, so they can help you
- Travel with a friend, avoid travelling in someone else's car by yourself
- Trust your instincts about people you meet
- Avoid going to other peoples' homes by yourself
- Avoid being alone or with just one other person
- Carry a mobile phone, phone card or change