(A)   CODE OF CONDUCT FOR COACHES AND RUNNERS

The objective of this Code of Conduct is to establish a baseline expectation of behaviour for all members and coaches of Nantes AC. Further to this, the Executive of the club also has the responsibility of ensuring that an environment is created where all members feel safe, comfortable within a welcoming club environment.

1.   CODE OF CONDUCT FOR COACHING TEAM MEMBERS

All coaches should

1.1   Treat everyone that they are coaching with equal dignity and respect, irrespective of their ability, gender, age, ethnic origin, religion, sexual orientation, disability or political persuasion.

1.2   Place the health, welfare and safety of the athlete above the development of excellent physical performance.

1.3.   Ensure that activities they direct or guide are appropriate for the experience and ability of the individual athlete – coaches will not exert undue pressure on athletes, beyond reasonable encouragement.

1.4   Act with dignity and display courtesy and good manners towards others - act as a good role model by consistently displaying good and acceptable standards of behaviour.

1.5   Bullying and the use of offensive language and sarcasm, or otherwise undermining any athlete's self-esteem are unacceptable standards of behaviour.

1.6   Lead sessions with enthusiasm and to the best of their ability, consistently promoting the positive aspects of the sport (e.g. health and social benefits and fair play) and never condone race rule violations or the use of prohibited or harmful performance-enhancing substances.

1.7   Co-operate fully with other colleagues (e.g. other coaches, officials, team members, executive committee members) in the best interests of the club – discuss problems with the Coaching Convener.

1.8   Create an environment amongst the coaching team of collaboration, knowledge sharing, and an environment of continuous learning, for the ultimate benefit of the club and its members.

1.9   Not disclose any confidential or sensitive information about other members or of club matters with the training group members.

2.   CODE OF CONDUCT FOR ALL RUNNERS OF NANTES AC

2.1   On training nights, members should refrain from private discussions whilst Club announcements are made by the announcer – this will ensure that groups can go out early.

2.2   Adhere to the instructions and advice given by coaches during training and respect what they have to say; they have the best interests of the group at heart.

2.3   Treat others with the same respect and fairness that you wish to receive, regardless of age, ability, ethnicity, culture, religion or gender – do not make any derogatory, offensive, discriminatory or defamatory comments or unsubstantiated allegations about club members.

2.4   Avoid swearing and abusive language and irresponsible behaviour, including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical or sexual misconduct.

2.5.   Uphold and respect the running club's ethos and image at all times, including at training, races and social events – do not bring the sport or the club into disrepute.

2.6   Do not cheat, violate any race rules or use prohibited substances - compete within ALL the stipulated race rules and respect officials/marshals and their decisions. The onus is on all members to read all the race rules.

2.7   Be honest about your ability. If the group that you are in is too fast or too slow, then consider changing groups at the next session. Inform your coach if you have any injury or illness that may affect your running.

2.8   On all training nights when it is dark outside, members should wear high-visibility clothing and a suitable head-light to ensure that they can be clearly seen on the road.

2.9   Respect pedestrians and other road users. Give way to others when necessary – we do not have right of way over other road users.

2.10   When representing Nantes AC at races (fun runs excluded), the official Nantes AC attire must be worn, as well as all other items as required by the race organisers and WPA, e.g. valid race numbers, licences, timing devices, race cards, etc.

2.11   Runners are not allowed to run with the official entry and ASA number of another runner at any events.

2.12   Runners should try their utmost to be punctual and inform their coaches of their intended absence, where possible.

2.13   To prevent muggings on the road, runners are to run together in a group during training. Do not run away from your fellow runners, or turn back on your own without the permission and knowledge of your coach.

2.14   Runners need to be fit and healthy to participate in a race. Do recover from an injury before attempting to run a race at your regular pace.

2.15   When running in "busses" during races, runners must be aware of runners behind them and not congest the road.

(B)   LIST OF KEY RESPONSIBILITIES/TASKS OF COACHING DEPARTMENT

In pursuit of the mission of the Club, the Executive Committee must provide coaching to enable members to participate at all levels in athletics. To realise this mission, the coaching department has certain key responsibilities:

1   KEY RESPONSIBILITIES/TASKS OF THE COACHING CONVENER

1.1   Manages all training and training schedules throughout the year.

1.2   Holds regular coaches' meetings to discuss training schedules and related matters.

1.3   Ensures that all Club training sessions are safe, varied, effective, relevant and enjoyable.

1.4   Makes regular announcements on Club training evenings to keep the club members informed of events and other relevant information.

1.5   Reports at each monthly Executive Committee meeting on any issues, concerns or information relating to running activities.

1.6   Identifies club members' needs in terms of training, lifestyle choices and develop a lifestyle program to meet identified needs.

1.7   Arranges fitness classes to improve general fitness of participants.

1.8   Selects or supervises contractors, such as health, fitness and wellness practitioners who present a health-related programme to members.

1.9   Keeps a record of all accidents and incidents and provide copies to the General Secretary.

1.10   Ensures, with the assistance of the Admin department and fellow coaches, that visitors and non-members of the Club complete a Nantes AC indemnity form before going out on training with the rest of the Nantes AC runners.

1.11   Decides, in consultation with the group coaches, on a Mass LSD for the Club in order to foster camaraderie amongst club members.

1.12   Manages and executes the Club's time-trial program on a regular basis.

2.   KEY RESPONSIBILITIES/TASKS OF COACHES

2.1   It will be the prerogative of the coach of a specific group to decide on the readiness of his/her runners to be progressed/regressed to a faster or slower training group.

2.2   The coach will organise a LSD-run for his/her group, but notices of such envisaged LSD's must be forwarded to the PRO of the club by every Thursday morning.

2.3   The coach must take special care to ensure the safety of all his/her runners during training and/or on a LSD run.

2.4   The coach will ensure that any accident or incident is reported to the Coaching Convener on the day of the incident.

2.5   The coach must ensure that no ill runner, or if he/she is recovering from an injury, runs with his/her regular training group. The runner must be guided by his/her medical practitioner.

2.6   The coach must ensure that runners do not return to the Club on their own during and after a training session. Always ask for someone to accompany a lone runner back to the Clubhouse.

2.7   The coach must ensure that non-registered members of Nantes AC complete an Indemnity Form before weekly training and/or on LSD runs.

2.8   Coaches need to keep a register of performances at time trials, commendable achievements of their runners, extra club involvement, etc. that could be considered for a token of recognition or a meritorious award.

2.9   The coach decides on the rest period during training, the running route, the pace, and the duration of a training activity– not the runners.

Adopted on 17 March 2020

Chairperson