

## Medway Fit Code of Conduct

Medway Fit is a fun, free and friendly family-focused fitness community that welcomes all people regardless of their age, gender, ethnicity, sexual orientation and religious or political beliefs. Medway Fit is an apolitical and non-religious organisation. We believe in diversity and inclusivity to enable all people, regardless of their previous fitness experience or present physical condition, to participate in Medway Fit club activities.

The following is a non-exhaustive list of our main values and expectations for everyone that trains with us. All of our members agree to adhere to the positive spirit of this document and embrace the values of who we are together as Medway Fit.

We would ask you at all times to be mindful of how you would want to be treated and extend that same behaviour to others in every way possible.

It is our expectation that every Medway Fit member will do all they can to encourage relational unity across our club.

As a club we intentionally enjoy healthy rivalries with similar groups/clubs across Medway, not destructive or negative ones.

### Using Social Media

- Please maintain a positive spirit of encouragement and unity in your social media engagement
- No posting of inappropriate content, if its not fitness/running related then please keep it for your own wall
- Please refrain from using offensive language, and avoid negative posts, especially aimed at other members – It is helpful to remember we have minors in the group.
- If you have a personal problem with someone (or a situation) then please raise it in person, not via social media
- Our admins will delete inappropriate content posted on club platforms/groups
- Every member of Medway Fit is asked to take a common sense approach to content they post on their own walls in regards to Medway Fit and its members - The same values apply as above

### At training sessions/events

- Make every effort before the run to register for any club sessions you are attending
- Any under 12s **MUST** be accompanied by a responsible parent / carer / designated adult for the entire session
- Not all sessions are dog friendly – If it is then the event will state so
- If you are under the influence of alcohol or drugs you should not participate in any club sessions
- You are responsible for your own belongings whilst at club sessions/events (*ie. keys, drink bottles, clothing, bicycle, etc.*)
- You are responsible for managing your own injuries whilst training – Please don't train until you have sought professional advice as to whether you are safe to do so – We have several partnership deals with trusted local sports injury specialists which can be found at [www.medway.fit/partnerships](http://www.medway.fit/partnerships)
- Please make sure to give priority to other pedestrians/road-users whilst out training and give notice if approaching them from behind – Say “thank you”, “please” and “Coming through” rather than “Get out of my way!”
- Please make sure you stay with anyone if they get injured or come into difficulty, please also contact the closest run leader - We don't want anyone left on their own
- Its our job to cheer and champion one another on – Celebrate others achievements (like personal effort, covering a new distance or earning a PB) and don't bring others down with

negative or sarcastic/jokey comments, even in the name of humour – Jokes aren't jokes when they are at another's expense!

### **Club kit**

- Please be aware that if you are wearing club kit then you are representing Medway Fit, wherever or whenever it is (ie. on a run, in the pub, on holiday somewhere exotic!)
- Please wear your club kit with pride and ensure your conduct whilst wearing our awesome colours is equally as awesome!
- Please do not deface your club kit or have any inappropriate language or slang words added to your club kit
- During dark/low-light sessions Hi-Vis/reflective clothing is a non-negotiable item of essential kit

### **Responding to our Run Leaders**

- Our qualified Run Leaders are responsible not only for you but also the safety of our entire group as well as ensuring our sessions are really awesome for everyone
- Please respond appropriately to all instructions given to you by our Run Leaders
- Do not argue or intentionally undermine a Run Leaders instructions
- If you have constructive comments regarding a training session or the way it was led please do so in person, after the session and directly with the relevant Run Leader

### **How breaches of Code of Conduct will be managed:**

As a Core-Team we will endeavour to see any issues resolved as quickly and simply as possible with the least impact on any individuals concerned and/or the club.

We would encourage all members to deal with any and all potential relational issues themselves, offering grace and understanding to those they are in conflict with.

If someone needs to apologise for poor conduct then that will always be the first port of call.

If you have any concerns or issues with either the content of this document, any of our club members or one of our Run Leaders or Core-Team then please raise it privately and directly with a member of our Core-Team. Core team members are Richard Pemberton, Dee Yamoah, June Pask and Philip Trebil