



Code of conduct

When you attend a Recovery Group session or event, we expect you to act in a sensible way, be responsible for your own behaviour and adhere to the group's values. **The Recovery Group** is an inclusive and safe space for everyone.

This document sets out the standards expected of all group members, leaders, volunteers and participants in group activities/events.

Values

As a group, the success of **The Recovery Group** is dependent on the active participation of all our members. The group is run and managed by a small team of volunteers and leaders and we ask all members to support the team getting involved where possible. The following code of conduct is mainly 'common sense' but we encourage all members and participants to read this and adopt these principles.

As a responsible member/participant you will:

- Respect the rights, dignity and worth of all members and treat everyone equally.
- Demonstrate respectful communication, avoiding swearing and abusive language and not contact members outside of the activity or event if you do not have the other member's consent.
- Always act appropriately never demonstrating irresponsible behaviour(s) including behaviour(s) that are dangerous to yourself or others such acts of violence, bullying, harassment and physical and/or sexual abuse.
- Respect the boundaries between friendship and intimacy. While we encourage our community to connect, be respectful of peoples' boundaries and do not seek private information such as personal information or home life information if this is not freely disclosed by other members.
- Treat members with kindness and empathy.
- Maintain the privacy of all members. Discussions within the group MUST remain confidential.
- Refrain from judging others. Everyone is on their own unique journey that must be respected.



- Acknowledge and be mindful of sharing limits. While we are all here to support each other, we must all be mindful of participant's triggers and understand that we are not the trained professionals. Any concerns regarding disclosures MUST be reported to a group leader.
- Be active in creating a supportive atmosphere.
- Be accountable for your conduct and the conduct of others challenging inappropriate behaviour and language by others.
- Report any accidental injury, distress, misunderstanding or misinterpretation to group leaders as soon as possible.
- Report any suspected misconduct or breach of our code of conduct to group leaders as soon as possible.

Inclusion

The Recovery Group is a welcoming environment and makes all reasonable adjustments to enable everybody to take part and promote change in attitudes and perceptions towards the characteristics protected under the Equality Act (2010).

The group will always endeavour to ensure that everyone feels:

- Welcome.
- Represented.
- Included in decision making.
- Able to participate.
- Safe and free from discrimination, bullying, harassment and vilification.
- Activities are appropriate to the age, ability and experience of those taking part.

Participants in running events

As a participant in any group activity you will:

- Listen to group leaders.
- Not divert from planned routes without the knowledge and consent of group leaders.
- Be honest about your ability. Take note of any recommendations given to you by group leaders about which group is right for you and change groups when appropriate.



- Inform your group leader, if you have any injury, illness or long term medical condition that may affect your running. We recommend that you carry In Case of Emergency (ICE) details on your person.
- Anticipate and be responsible for your own needs. Be organised, on time, and have appropriate clothing and equipment. If it's dark, wear something bright – hi vis or reflective.
- Not run too far off the front of a group. If required you will oop back at regular intervals if requested by a group leader.
- Look after the other runners within your group. If someone is struggling make sure that they are not left on their own or inform a group leader.
- Be responsible for your own safety and the safety of others. Warn other runners around you of impending hazards.
- Respect and acknowledge other road and footpath users. Be courteous and run in single file where appropriate. Close gates after passing through.
- Not leave a session or activity without first informing a group leader.
- Behave with respect to other members of the club, other runners and members of the public.

Participants in activities or events

As a participant in any group activity you will:

- Listen to group leaders and follow any activity/event instructions fully.
- Not divert from agreed plans without the knowledge and consent of group leaders.
- Inform group leaders if leaving any planned events or activities.
- Be honest about your abilities. Take note of any recommendations given to you by group or event leaders and only take part in activities that are within your own boundaries.
- Inform group leader, if you have any injury, illness or medical condition before the activity/event. We recommend that you carry In Case of Emergency (ICE) details on your person and medication MUST (where appropriate) be carried on you person.
- Ensure that you have the correct and proper equipment needed for any events or activities (as required).
- Never engage in any inappropriate or illegal behaviour.



- Avoid destructive behaviour and leave venues as you find them.
- Never to carry or consume alcohol to excess and/or illegal substances.
- Agree to sign any waivers/risk assessments before activities or events take place.

Group volunteers and leaders

In order to maintain and develop a successful club you can expect group volunteers and to uphold the same values as the general membership. In addition they will:

- Adopt welfare policies and procedures, adhere to the codes of conduct and respond to any suspected breaches in accordance with the safeguarding/welfare procedures.
- Appoint a safeguarding/welfare officer and ensure that they are provided with appropriate training to act as a first point of contact for concerns about welfare issues.
- Ensure that leaders hold the appropriate qualifications for their role and have undertaken the appropriate checks e.g. DBS checks.

Club Safeguarding/Welfare Officer Details

Safeguarding/Welfare Officer:

Email: recoveryrunners@outlook.com

The Safeguarding/Welfare Officers will:

- Deal with confidential matters that may arise related to participants and have an understanding and appropriate manner to deal with such matters.
- Be responsible for the promotion of codes of conduct to members,
- Receive, record and act appropriately when any concerns relating to the welfare of young people and vulnerable adults occur.
- Report any significant concerns to the appropriate agencies.
- Recognise and support with safeguarding/welfare issues.

Breaches of conduct

The Recovery Group will consider any breaches of conduct by or against any member of the group where:



- A breach of conduct has been reported (by one or more members).
- A breach of conduct has been proved (or proved in part) against a member(s).
- A member's behaviour puts themselves or others at risk of harm or relapse.

Group Founder Stephen Melling alongside the safeguarding & welfare officer and volunteers will consider the nature of the conduct or breach in question and will either:

- Take no action (where the matter is considered to be a technical breach of the code of conduct where no harm has been caused).
- Issue "words of advice" to the member concerned.
- Issue an oral or written (if the matter is more serious) warning to the member concerned in that should similar conduct be repeated in the future, either a written warning or expulsion from the group will follow.
- Ask the member to leave the group forthwith.

If a serious breach of conduct occurs (which includes the following):

- Theft from the group.
- Stealing group property.
- Physical or verbal assault on a fellow member of the group.
- Bullying or harassment of a group member.
- Bringing The Running Group and brand into disrepute.
- The sharing of confidential information.
- Conduct which is dangerous or likely to cause harm to any member(s) of the club.
- Conduct which could impact a group member(s) recovery.

The person/persons will be asked to leave the group forthwith and all communication (including links to social media and communication (such as Whatsapp) will be terminated with immediate effect.

Signed:

Date: