

Northumbria Cycling Academy Code of Conduct

Approved by: Northumbria Cycling Academy Committee

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This code of conduct sets out the standards expected at Northumbria Cycling Academy activities, training sessions, events and related communications for riders, parents, carers, guardians, coaches and volunteers. Our aim is to provide a safe, inclusive and positive environment where every rider can develop skills, confidence and enjoyment in cycling. We expect everyone involved to treat others with respect, support good behaviour and help maintain a culture free from bullying, harassment, discrimination and inappropriate language. This code supports current Northumbria Cycling Academy practice and reflects relevant safeguarding and conduct principles promoted by **British Cycling**.

Code of Conduct for Junior Riders

- Riders must follow the rules of the sport, listen to coaches and respect officials and their decisions.
- Riders must respect the rights, dignity and wellbeing of others regardless of age, sex, gender identity, disability, race, ethnicity, religion or belief, or sexual orientation.
- Riders must arrive on time, stay within the agreed training area and follow all instructions about where to wait before sessions begin.
- Riders must wear suitable clothing and equipment for the conditions, including a correctly fitted helmet and any lights or additional kit needed for safe training.
- Riders must not smoke, vape, use alcohol or take illegal drugs at training sessions or related events.
- Riders must not engage in bullying, intimidation, harassment, discrimination or inappropriate language or behaviour, including online or through social media.
- Riders must follow instructions about photography, filming and sharing images, and must respect the privacy and wishes of others.

What is bullying?

Bullying is behaviour by an individual or group that is repeated, intended to hurt someone physically or emotionally, or has the effect of making another person feel unsafe, excluded or humiliated.

Examples of bullying can include:

- Emotional - excluding others, threatening behaviour, humiliating comments or deliberately making someone feel unwelcome.
- Physical - pushing, kicking, hitting, damaging equipment or any use of violence.
- Racist - racist language, gestures, jokes or exclusion based on race or ethnicity.
- Sexual - unwanted touching, sexual comments or sexually inappropriate jokes or messages.
- Homophobic or transphobic - hostile or insulting behaviour linked to sexual orientation or gender identity.

- Verbal or online - name-calling, teasing, spreading rumours, abusive messages or harmful social media posts.

Riders must behave responsibly online and must apply the same standards of respect on social media as in person.

Code of Conduct for Parents/Carers/Guardians

- Parents/carers/guardians must encourage their young person to learn the rules, listen to coaches and behave in a respectful and supportive way.
- Parents/carers/guardians must promote fair play and must not encourage arguing with coaches, officials, volunteers or other riders.
- Parents/carers/guardians must help their young person value effort, learning, enjoyment and progress, not only results.
- Parents/carers/guardians must not force their young person to take part in sport.
- Parents/carers/guardians must set a positive example by showing respect, using appropriate language and recognising good performances by all riders.
- Parents/carers/guardians must not punish or belittle a young person for losing or making mistakes.
- Parents/carers/guardians must accept coaching and officiating decisions respectfully and must raise any concerns through the appropriate channels.
- Parents/carers/guardians must support their young person's involvement in cycling in a way that helps them feel safe, included and able to enjoy the sport.
- Parents/carers/guardians must use correct and appropriate language at all times. Conversations at training must remain suitable for children and young people.
- Parents/carers/guardians must ensure that emergency contact details, medical information and any relevant care needs are accurate, up to date and shared appropriately with the club.
- Parents/carers/guardians must ensure that riders are collected promptly at the end of sessions unless other arrangements have been agreed, and must let the club know about absence, lateness or changes to collection arrangements where possible.
- Parents/carers/guardians must follow club expectations on photography, filming and the sharing of images, including respecting consent and avoiding the sharing of unnecessary personal information about young riders.
- Parents/carers/guardians must encourage riders to take responsibility for their behaviour, preparation and effort, and must report any welfare or safeguarding concerns promptly.

Code of Conduct for Coaches/Volunteers

Northumbria Cycling Academy is committed to safeguarding and promoting the welfare of all riders and participants, ensuring a positive, inclusive and enjoyable experience for all. Coaches and volunteers are expected to act as positive role models, put welfare and safety first, and work in line with relevant British Cycling safeguarding, conduct and coaching expectations.

- Coaches/volunteers must follow relevant British Cycling rules, guidance and safeguarding expectations.
- Coaches/volunteers must use correct and appropriate language at all times and must treat all riders and families with respect.

- Coaches/volunteers must prioritise the welfare, safety and inclusion of children and young people in all activities and decisions.
- Coaches/volunteers must maintain appropriate professional boundaries and communicate with young riders in a way that is transparent, necessary and consistent with club procedures.
- Coaches/volunteers must not engage in bullying, harassment, discrimination or any form of inappropriate behaviour.
- Coaches/volunteers must encourage everyone to enjoy sport and understand that people have different motivations for taking part.
- Coaches/volunteers must report welfare or safeguarding concerns promptly through the appropriate club process.
- Coaches/volunteers must keep any required qualifications, safeguarding training, checks and compliance requirements up to date for their role.

Social Media

Social media should be used responsibly and in a way that reflects the standards set out in this code of conduct. Riders, parents, carers, coaches and volunteers must communicate respectfully and appropriately at all times. Images and videos of young riders must be used and shared carefully, with appropriate consent and without unnecessary personal information.

No one must post, share or send content that is abusive, bullying, discriminatory, intimidating or likely to cause distress to another person connected with Northumbria Cycling Academy. Private online communication between adults in positions of trust and young riders should be avoided unless it is necessary, appropriate, transparent and consistent with club procedures. Any misuse of social media, or any online behaviour that raises a welfare or safeguarding concern, must be reported promptly to the club welfare or safeguarding contact.

Reporting Concerns

Any concern about a child or young person's welfare, someone's behaviour, bullying, discrimination, inappropriate conduct or online behaviour should be reported as soon as possible through the appropriate club process. In the first instance, concerns should be raised with the club welfare or safeguarding contact: Mark Thompson, welfare@n-ca.org. Where further advice is needed and there is no immediate risk of harm, concerns may also be referred to British Cycling's Integrity and Compliance team. If anyone is in immediate danger or at immediate risk of harm, contact the emergency services straight away.

Sanctions

Any breach of this code of conduct may result in action proportionate to the concern. Depending on the seriousness of the matter and any safeguarding considerations, this may include a conversation, additional guidance, a formal warning, temporary suspension from sessions or removal from Northumbria Cycling Academy activities.