



Runspire Together Code of Conduct

Reviewed: 11/02/2026

Next Review Due: 11/02/2028

1. Introduction

Runspire Together is committed to providing a safe, welcoming, respectful and inclusive environment for all participants, volunteers, trustees and staff.

This Code of Conduct outlines the standards of behaviour expected at all Runspire Together activities, events and online spaces.

By attending or participating in any Runspire Together activity, you agree to adhere to this Code of Conduct, alongside all relevant organisational policies and applicable UK legislation.

Runspire Together operates in accordance with:

- The Equality Act 2010
 - Health and Safety at Work etc. Act 1974
 - Safeguarding legislation (Children Act 1989 & 2004; Care Act 2014 where applicable)
 - UK GDPR and the Data Protection Act 2018
 - Charity Commission guidance for charities in England and Wales
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2. Respect, Equality and Inclusivity

a) Respect

All individuals must be treated with dignity and respect, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership status, or pregnancy and maternity, in line with the Equality Act 2010.

b) Inclusivity

Runspire Together welcomes people from all backgrounds and abilities. We have zero tolerance for discrimination, harassment, victimisation, bullying or intimidation of any kind.



c) Language and Behaviour

Participants must use language and behaviour that is inclusive, supportive and appropriate. Offensive, abusive, discriminatory or inappropriate conduct will not be tolerated.

3. Safeguarding

Runspire Together is committed to safeguarding children and adults at risk.

- Any safeguarding concerns must be reported immediately to a Runspire Together leader, trustee or designated safeguarding lead.
- All volunteers working with children or adults at risk must follow the organisation's safeguarding procedures.
- Appropriate boundaries must be maintained at all times.

Failure to adhere to safeguarding standards may result in immediate suspension while concerns are investigated.

4. Health and Safety

a) Personal Responsibility

Participants take part in activities at their own risk and must ensure they are medically fit to participate.

b) Disclosure of Medical Information

Participants must inform leaders of any relevant medical conditions, injuries or allergies that could affect their participation or require emergency assistance.

c) Safety During Activities

- Follow instructions from Runspire Together leaders at all times.
- Be aware of surroundings, including traffic, terrain and weather conditions.
- Report hazards, incidents or near misses promptly.

Runspire Together conducts risk assessments for organised activities in line with UK health and safety requirements.



5. Sportsmanship and Community Spirit

a) Fair Participation

Members must act with honesty and integrity at all events and respect any event rules or venue requirements.

b) Encouragement

We promote a supportive culture. Participants are encouraged to celebrate effort and progress at all levels.

c) Resolving Concerns

Any disagreements should be addressed calmly and respectfully. If necessary, concerns should be raised with a session leader or trustee in line with the organisation's complaints procedure.

6. Representation and Reputation

a) Positive Representation

Participants represent Runspire Together during sessions and at external events. Behaviour should reflect positively on the organisation and wider community.

b) Social Media

When referencing Runspire Together online:

- Be respectful and professional.
- Do not post content that could damage the organisation's reputation.
- Do not share personal information about others without consent.

c) Use of Branding

Runspire Together branding, logos and materials remain the intellectual property of the organisation and may not be used without permission.



7. Data Protection and Confidentiality

Runspire Together processes personal data in accordance with UK GDPR and the Data Protection Act 2018.

Participants must:

- Respect the confidentiality of personal information shared within sessions.
 - Not distribute member contact details, medical information or private communications without explicit consent.
 - Follow organisational guidance regarding photography, videography and media use.
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8. Compliance and Disciplinary Action

a) Adherence to Policies

All participants must comply with this Code of Conduct and associated organisational policies.

b) Breaches

Breaches of this Code may result in action including:

- Informal warning
- Formal warning
- Temporary suspension
- Removal from sessions or events
- Termination of membership or volunteer role

Serious matters may be referred to relevant authorities where required by law.

c) Acceptance

Participation in Runspire Together activities confirms agreement to abide by this Code of Conduct.