

LONDON DYNAMO

CODE OF CONDUCT

London Dynamo's Code of Conduct is designed to create a culture of good practice and good conduct when riding.

Key Principles of the Code

As a member of London Dynamo, you represent London Dynamo.

London Dynamo expects its members to behave in a way that demonstrates respect for other members and other road users.

The Code is not an exhaustive list of do's and don'ts but summarises the core principles that members should adopt. The Code is designed to ensure the safety and well-being of all Club members and to both protect and enhance the reputation of the Club in the wider community.

Group Riding Etiquette & Safety

London Dynamo provides a varied programme of rides of varying pace. Distances, speeds and destinations of rides are generally shared on the club forum and are displayed on the club website.

For the safety and benefit of the club and its members, riders must adhere to the Highway Code and act in a respectful manner to fellow club members and all other cyclists and road users at all times.

Club rides are not races and members are expected to treat them appropriately. When riding as a club we must:

- Always, ride safely, considerately and courteously (even when provoked by other people's rude or dangerous behaviour);
- Wear club kit on club rides and when representing the club at races and sportives;
- Always ride a well-maintained bike and wear a helmet;
- Unless racing, always carry a spare inner tube, tyre levers, and a pump or gas;
- Learn and use all common hand signals and use verbal warnings when riding on the road or racing;
- Respect the ride leader's instructions;
- Ride no more than two abreast unless overtaking. On busy or narrow roads consider riding single file if appropriate and safe to do so;
- Anticipate traffic and allow enough time for the entire group to negotiate obstacles;
- Should the group be split, riders should slow down or find a safe place to stop and reform before proceeding;
- The group should stop and assist any of its riders suffering from mechanical or physical problems;
- Wait for the last rider, unless the rider has requested to be left, or an agreement made with everyone's consent, that the group will not wait for dropped riders; and
- No rider should leave the group without first notifying other riders, preferably the ride leader.



Behaviour of Club Members

London Dynamo expects its members to behave in a way that demonstrates respect for other members and the general public. It also wishes to operate in an environment that is free from harassment or discrimination. To this end, and as we are a club affiliated to British Cycling, London Dynamo members must read and comply with the British Cycling Equality, Diversity and Safeguarding policies (see appendices at the end of this document).

In addition, the club will not tolerate:

- Damage to or theft of any person's property;
- The use or encouragement of the use of banned substances (as outlined in the UCI anti-doping policy);
- Any act of abuse, violence, intimidation, bullying or harassment against another club member, another rider or member of the public, including those in breach of the BC Equality and Diversity Policies;
- Any act that is deemed to be illegal whilst participating in a club organised activity;
- Riding in or to/from a club activity whilst under the influence of drugs or alcohol and not being in proper control of the bike; and
- Ignoring the requests or instructions from officials such as the police.



Digital Messaging Apps and the Forum

Your fellow members are a friendly and helpful group of people. Please remember, though, that people of all ages and backgrounds use our forum and digital messaging apps, so stick to common sense conventions with regards to language.

- Opinions can be expressed in diverse ways but please do not make personal attacks or engage in flame wars (long, abusive exchanges) as it inhibits debate and creates bad feeling. If in doubt, ask yourself: would I be comfortable saying this to their face? If the answer is no, do not hit the "post" button;
- Avoid swearing;
- Offensive posts will be immediately removed. For the avoidance of doubt; this includes any post that discriminates on the basis of race, gender, religion or disability; and
- A request for a post to be removed or edited simply because you disagree with what a member has said or the way it has been expressed is likely to be ignored. Dislike and offence are different. If in doubt, ask yourself if the basis for your complaint falls into any of the above categories.

Grievance and Disciplinary Process

The Committee shall be responsible for disciplinary hearings of members who infringe the Club's constitution / code of conduct and for disciplining members following such hearings.

As to disciplinary hearings:

- All complaints regarding the behaviour of members should be notified to the Secretary in writing as soon as reasonably practicable. The member or members involved would normally be asked to explain what had happened to an investigation team, comprised of members of the Committee, to investigate what happened and make recommendations;
- The Committee will consider any complaints at the next committee meeting due to be held after notification of the complaint;
- The club occasionally receives feedback on its website, via social media or directly to Committee members about the conduct of its members on club rides. Most of these are of a minor nature and do not require in depth investigation. If some action is required, it will probably be to ask the member(s) involved to address the issue and if appropriate take action to stop the incident happening again;
- For more serious issues, especially involving safety and/or abuse violence, intimidation, bullying, harassment, or discrimination of any kind, the member or members involved would normally be asked to explain what had happened to an investigation team, appointed by the Committee, to investigate what happened and make recommendations. These would be discussed between the Committee members, if necessary, at a specially convened Committee meeting. Any proposed actions would have to be approved by the Committee. Any Club member who was involved in this disciplinary process would have the right to bring as much evidence to the investigation team, (including witnesses) as they felt necessary to support their position in the case of a dispute. The investigation team would also be able to consult widely and gather as much evidence as is necessary to understand and resolve the issue. The Committee's decision as to disposal of the complaint shall be notified in writing to the person who made the complaint and the person complained about within 7 days of such decision being taken;



Appeal against the decision of the Committee may be made to a panel consisting of three club members appointed by the Club Welfare Officer. Normally if the breach was the first of its kind and of a relatively minor nature, the individuals concerned would be requested to take the appropriate remedial action and would suffer no further consequences. A repeat of the breach, or a more serious incident might trigger the issuing of a verbal or written warning to those who were deemed to be responsible for the breach. Very serious offences or a repeat of a more serious incident can result in suspension from some or all club activities for a period of time, expulsion from the Club and, if necessary, involvement of the Police; and

- The Club Welfare Officer shall be responsible for ensuring the fair conduct of disciplinary hearings and shall not have a vote.

BRITISH CYCLING POLICIES

EQUALITY, DIVERSITY & SAFEGUARDING

Equality Policy

London Dynamo is dedicated to encouraging a supportive and inclusive culture amongst all members. As a club affiliated to British Cycling, we follow the British Cycling Equality Policy (see next page) and we commit to providing the opportunity for everyone who wants to ride their bike and be involved in the sport to be able to do so in a safe, accessible and supportive environment.

Diversity Policy

Membership of the London Dynamo shall be open to anyone interested in the Sport on application, regardless of sex, age, disability, ethnicity, nationality, sexual orientation, religion or other beliefs and we follow **British Cycling's Diversity Policy** and their commitment to a Diversity Action Plan.

Safeguarding Policy

We follow **British Cycling Safeguarding Policies and Procedures** when working with U18 riders and adults at risk. We are committed to the welfare and safety of our riders, and have a dedicated welfare officer to ensure these guidelines are applied and our members have a safe and positive London Dynamo experience.

British Cycling
**EQUALITY
POLICY**

INTRODUCTION

British Cycling is fully committed to the principles and active promotion of equality of opportunity. British Cycling is responsible for ensuring that no job applicant, employee, member or volunteer receives less favourable treatment on the grounds of a protected characteristic. Protective characteristics are disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, sex (gender) and age.

British Cycling will ensure that there will be open access to all those who wish to participate in the sport or associated recreational activity and that they are treated fairly.

The “active promotion of equality of opportunity” implies that British Cycling is seeking to move from simply complying with legislation and good practice towards embracing diversity.

PURPOSE

British Cycling will ensure that no sections of the community are denied the opportunity to participate and make progress in the sport or recreational activity.

British Cycling will take steps to prevent discrimination or other unfair treatment for its employees, members or volunteers, whether intentional or unintentional, direct or indirect.

REVIEW

This document will be reviewed in line with legislative changes and as a minimum every two years.

LEGAL REQUIREMENTS

British Cycling is required by law not to discriminate against its employees or members or in the provision of services and recognises its legal obligations under current, relevant acts and related obligations.

DISCRIMINATION / HARASSMENT / BULLYING / VICTIMISATION

British Cycling is committed to ensuring that its employees, members and competitors are able to conduct their activities in an environment that is free from harassment, intimidation or bullying.

British Cycling regards discrimination, harassment or bullying, as described below, as gross misconduct. Any member of British Cycling or affiliated club, who discriminates against any other person, may be liable to appropriate disciplinary action.

Direct Discrimination: This occurs by treating a person worse than someone else because of a protected characteristic. In the case of pregnancy and maternity this can occur if they have the protected characteristic without needing to compare treatment to someone else. Additionally direct discrimination can occur because someone is thought to have a protected characteristic or because they associate with someone who has a protected characteristic.

Indirect Discrimination: This occurs by putting a rule or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.

Discrimination Arising From Disability: This occurs by treating a disabled person unfavourably because of something connected with their disability when this cannot be justified

Failing to make Reasonable Adjustment: This occurs by failing to make reasonable adjustment for disabled people which cannot be justified.

Harassment: Is unwanted conduct which has the purpose or effect of violating someone’s dignity or which is hostile, degrading, humiliating or offensive to someone with a protected characteristic or in a way that is sexual in nature.

Bullying: Bullying is one form of personal harassment. It is the misuse of power or position to persistently criticise or to humiliate and undermine an individual's confidence.

Victimisation: Treating someone less favourably because they have taken (or might be taking) action under the Equality Act or supporting someone who is doing so.

IMPLEMENTATION

A copy of this document will be available to all employees, members and volunteers of British Cycling.

All employees, members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

British Cycling will take measures to ensure that its recruitment and employment practices are non-discriminatory.

A planned approach will be adopted to eliminate barriers which discriminate against particular groups.

British Cycling will ensure that consultants, advisers and suppliers used by British Cycling can demonstrate their commitment to the principles and practice of equality.

POSITIVE ACTION

British Cycling may take positive action for any group which is under-represented in membership, representative bodies, workforce or participation events that share a protected characteristic and suffer a disadvantage connected to the characteristic. Additionally British Cycling may take positive action in the provision of services for people who share a protected characteristic.

MONITORING AND EVALUATION

British Cycling will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will inform employees and members of their impact.

The Chief Executive has overall responsibility for the implementation of the Equality Policy.

The British Cycling Board is responsible for ensuring that this Equality Policy is followed and to provide appropriate procedures to deal with the investigation and disciplinary hearing in connection with any alleged breach of the Equality Policy and/or any related Codes of Practice which may be issued by the Board from time to time.

DISCIPLINARY AND GRIEVANCE PROCEDURES

To safeguard individual rights under the policy an employee, member or volunteer who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action may be taken against any employee, member or volunteer who contravenes the Equality Policy

British Cycling is committed to ensuring that individuals feel able to raise any grievance and no employee, member or volunteer will be penalised for doing so unless it is untrue and not made in good faith.