

Health, Safety & Welfare at D.B.R.C

D.B.R.C aims to create an environment where members feel safe and are able to participate in Club events without being subject to any form of risk, harassment, bullying, verbal or physical abuse or excessive pressure.

Health & Safety covers a range of issues including:

- Athlete & volunteer safety during races
- Athlete safety during training events
- Risk assessment of D.B.R.C events

Welfare covers issues such as:

- Anti-bullying
- Equality
- Poor practice in coaching
- Disciplinary and grievance matters

Health, Safety & Welfare are every members' responsibility at D.B.R.C, to ensure the safety and enjoyment of all those who participate in Club events. Any D.B.R.C member with Health & Safety concerns should report them immediately to the Health & Safety Officer, and any information or concerns relating to breaches of the Welfare Policy must be immediately report to the Welfare Officer or a Club official.

Endorsement

These guidelines are endorsed by all Committee Members and Club Members of Dublin Bay Running Club through their new or continued membership of the Club.



John O' Mahony
Health & Safety Officer



Colin Doolan
Welfare Officer



Health & Safety Guidelines for D.B.R.C Members

The scope of the Health and Safety guidelines extends to training sessions and organised Club events. D.B.R.C will:

- Endeavour to provide helpful guidance to members verbally and make the Health & Safety guidelines available on the Club website
- Ensure that there is adequate training to lead Club training sessions and provide details of Club coaches on the website
- Ensure that any organised Club race or event is subject to a suitable risk assessment

Member Responsibility

Members should note the Health & Safety guidelines located on the Club website. The Club relies on its members to report any problems encountered whilst running on training routes. All Club members must take responsibility for their own safety and at the same time keep a watchful eye on others running in the same group, particularly new members.

Medical Conditions

All members of the Club should be medically fit to run at their own risk and shall not hold the Club responsible for any incident occurring through a personal medical condition or injury. Members should make the Club (Committee member) aware of any medical condition that they may have (asthma, diabetic) and this should be a voluntary disclosure.

Appropriate Clothing

All members should understand the value of wearing appropriate clothing & footwear for the time of the year. All members have a responsibility for making themselves visible by wearing bright clothing with fluorescent or reflective strips.

Safety during Races & Training Sessions

Personal safety is each members' own responsibility and members should ensure they exercise common sense with regards to their own wellbeing when participating in D.B.R.C organized / hosted races & training sessions.

Basic Safety Precautions:

- Ensure that you/a member of your group have a working mobile phone in the event that you need to contact the emergency services/a Club official for assistance
- Wear appropriate gear for the conditions you are running in, allowing for temperature/wind/rain etc.

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- When running at night, ensure that you are wearing appropriate high-vis gear / illuminated armbands so you are visible to members of the public
- Make sure you carry an adequate supply of water with you based on your individual needs

During races/training sessions:

- Ensure you know where to obtain First Aid in the event it is required for you or a fellow member
- Maintain mindfulness of vehicle, bicycle and pedestrian traffic that share routes used during races and training sessions
- Exercise caution with regards to running surfaces (e.g. slip/trip hazards, obstructions – particularly for Trail Running routes)
- Seek guidance from a medical professional with regards to any medical conditions/injuries before participating in races or training sessions
- Comply with instruction from An Garda Síochána/Emergency Services in the event of a disruption encountered along a race or training run route

Staying Together

All groups to endeavour to stay together as much as possible during training sessions. A head count should be taken by the session Coach prior to each group setting off and a tail runner assigned to ensure that no members gets left behind. If anyone decides to leave the group and run alone, they must inform the Coach for that session, or at least one other member in that group.

Road Sense

All routes shall be planned to avoid unlit roads at night and passing along roads without footpaths.

Club Events

All events organised by D.B.R.C shall be kept under review and all events shall be staged in accordance with the rules and guidelines as stipulated by the event insurers.

First Aid at D.B.R.C Events

D.B.R.C is committed to the welfare and safety of all members during training sessions and races organized/hosted by the Club and a member of the Club will be appointed at First Aid Office with the relevant skills. Members are expected to be aware of the First Aid Procedures implemented by the Club, and understand how to obtain assistance where First Aid is required.

During D.B.R.C training events:

- D.B.R.C maintains a First Aid kit at all training events. Any First Aid required during training events will be delivered by a trained First Aid respondent. If a member requires additional



aid, transport to a nearby hospital will be facilitated. Where a member experiences a more severe medical issue, the emergency services will be contacted.

During D.B.R.C races/training runs:

- Flag a Club official/volunteer/fellow runner/member of the public as quickly as possible for First Aid assistance
 - D.B.R.C race: Ask the person assisting you to contact the base station for First Aid Assistance
 - Training run: Contact Head Coach (Ger Copeland), or the nominated Coach of that session for assistance

Assisting Other Members:

- If any member witnesses and accident/issue involving another Club member, they are expected to offer assistance to that member and ensure that members' wellbeing before continuing with their own running.

Without exception, if a member encounters another athlete who has collapsed unconscious, or who is experiencing significant distress, their priority is to contact the emergency services.

Incidents & Reports

If an injury happens during training runs, it is advisable that one member of the group stays with the injured member until help arrives. Any incident should be immediately reported to the Health & Safety Officer or a Club official, and for making known to all Club members when appropriate.

Welfare at D.B.R.C

The Welfare guidelines at D.B.R.C are applicable to all Club members. The Club Welfare Officer is responsible for handling complaints or concerns reported with regards to member welfare at D.B.R.C. Key Areas of focus include:

- Poor practice in relation to Training
- Entitlements of Club Members
- Expectations of Club Members
- Safety during Races & Training Sessions
- Complaints & Disciplinary Procedures
- Child Protection

Any concerns or grievances regarding welfare of Club members at D.B.R.C events should be reported to the Welfare Officer immediately. Members' confidentiality will be maintained on a "need-to-know" basis.

Entitlements of Club Members

- Every member of D.B.R.C shares equal rights, regardless of age, gender, ethnicity, religious beliefs or sexual orientation
- Club members are advised that race/training sessions may involve assigned groups; groups will be based solely upon athletic ability to ensure members of all abilities can benefit from group encouragement
- Whilst members will be supported/encouraged to achieve ambitions they should never feel pressurised to perform at a level at which they are personally uncomfortable
- Members should feel confident that D.B.R.C maintains welfare policies and procedures, and feel comfortable approaching the Welfare Officer to raise any complaints or concerns therein

Expectations of Club Members

As representatives of D.B.R.C members are expected to

- Consistently display high standards of personal behaviour during races and training sessions
- Promote D.B.R.C. by wear Club-branded running gear (t-shirts, singlets, jackets) when participating in local/national/international running events of any distance
- Be committed to training & setting/achieving new personal goals
- Treat other D.B.R.C members with respect at all times, both in person and on D.B.R.C social media
- Use D.B.R.C Social Media for relevant Club/running-related matters only
- Remember that someone else might misinterpret their actions, no matter how well intentioned
- Report any accidental injury, distress, misunderstanding or misinterpretation to a Committee member

- Avoid giving other athletes recommendations on health or medical issues (e.g. suitability to run with an injury or medical condition) – we are not qualified to deliver such advice - individuals to be encouraged to direct such enquiries to their Medical Practitioner
- Report any suspicions of misconduct by others to the Welfare Officer or a Club official

Bullying & Harassment

D.B.R.C maintains a strict stance with regards to bullying – it is not tolerated in any form within the Club, and any reported incidents will be investigated by the Welfare Officer and Committee with urgency. All investigations initiated in this regard will be done using a “No Blame Approach” and will involve an interview with the complainant followed by a meeting with all involved to determine the root cause of the complaint, and any remedial actions required. Any members found guilty of bullying shall be subject to Club disciplinary procedures.

Be aware that extreme forms of bullying or harassment (including intended/repeated harassment, aggravated harassment and physical abuse) will be referred to An Garda Síochána for investigation.

Disciplinary Proceedings

Any athlete found to be in breach of D.B.R.C Codes of Conduct (including Health & Safety and Welfare policies) may be subject to disciplinary proceedings. When any offense or concern of a breach is reported to the Welfare Officer, the Committee will complete a “no-blame” investigation to determine the validity of the reported offense / concern, and the severity of the breach. Where an athlete has been found to have committed a breach of the Codes of Conduct, the Committee will decide upon appropriate disciplinary action given the nature and severity of the breach – see examples below.

Severity	Examples of breaches	Disciplinary Outcomes
Minor	<ul style="list-style-type: none"> - Littering on race routes - Disregard for Training / Race Instructions - Failure to pay fees on time 	<ul style="list-style-type: none"> - Verbal Warning - Exclusion from Training Events
Significant	<ul style="list-style-type: none"> - Repeated verbal warnings for minor breaches - Disregard of Health & Safety guidelines - Public urination / defecation on race or training routes 	<ul style="list-style-type: none"> - Disqualification from Race - Result from Race nulled - Exclusion from Club race events
Major	<ul style="list-style-type: none"> - Failure to comply with Garda / Emergency Services instructions during Club events - Insulting behaviour towards members of the public - Knowingly posting false finish times from races - Knowingly taking incorrect routes during races 	<ul style="list-style-type: none"> - Disqualification from race - Result from Race nulled - Suspension from Club races
Extreme	<ul style="list-style-type: none"> - Any form of bullying - Threats of Violence towards a volunteer, athlete or member of the public - Physical Violence towards a volunteer, athlete or member of the public 	<ul style="list-style-type: none"> - Suspension or Dismissal from Club - Report to AAI and / or An Garda Síochána

Note that the table above is illustrative only any does not cover an exhaustive list of Welfare breaches / possible disciplinary actions. Disciplinary action will be determined by the Committee on a case by case basis.

Child Welfare & Protection

Participation in D.B.R.C Activities

Children under 18 years of age are not permitted to participate in D.B.R.C training and race events. The Club is not insured to accommodate this age group. Any instance where an individual under 18 years of age is suspected of participating in a D.B.R.C event should be reported to the Welfare Officer or a Committee member to investigate.

Child Safety at D.B.R.C. Events

During the course of events organized/hosted by D.B.R.C, children may be present accompanying participating or volunteering guardians. D.B.R.C maintains a strict policy regarding the welfare of children; any observed breaches of this policy should be reported to the Welfare Officer immediately for investigation.

- Any child aged 12 or under must remain within arms' length of their parent or guardian at all times while attending a D.B.R.C Event
- It is not acceptable to leave a child with a volunteer or at an aid station while you are running, unless with a nominated guardian for your child.

Without Exception, the safety & protection of a child in attendance at any D.B.R.C event is the sole responsibility of the parent or guardian of that child. D.B.R.C accepts no responsibility or liability in this regard.

Questions regarding Health, Safety & Welfare

Any questions relating to D.B.R.C policy regarding members' Health, Safety & Welfare should be raised with the Health & Safety and Welfare Officers