



CLUB STANDARDS CASE STUDY

LITLEDOWN HARRIERS



Little Down Harriers are an inclusive social running club based in Bournemouth with over 200 members. They are referred to as the “Sea of Orange”. The club is a social running club, established in 1990 at the then newly opened Little Down Sports Centre in Bournemouth. The club has a mix of competitive runners and those who run to keep fit.

WHY CLUB STANDARDS?



- 1 As a club they have always prided themselves on being inclusive
- 2 They already had some policies in place and being transparent was important to them
- 3 When EA introduced Club Standards, the club secretary presented this to the committee. The committee understood that this was important and were keen to get involved. The committee saw the benefit of the club doing the right thing for their members. The focus for the committee is that “we are holding our members at the heart of our decisions” and they could see the real benefits Club Standards would have in providing a safe and inclusive club
- 4 It’s a way of knowing that as a club you are providing the best possible experience for your members

THE APPROACH



- The club made a list of the 7 Standards and looked at what they already had in place and what they needed to introduce
- They identified that they already had risk assessments and a constitution so these just needed reviewing. They also recognised that they had codes of conduct on the website, but didn’t get members to formally agree to it
- The Standards to be developed were divided amongst the committee. For example, the welfare officers produced an inclusion/diversity policy and the secretary and comms officer embedded codes of conduct into the membership renewal (with separate versions for over/under 18s)
- Little Down Harriers liaised with EA over how best to support a member with additional needs to sign up to the code of conduct. The club were committed to making the Standards inclusive and arranged for a trusted friend to go through them together with the member to ensure a full understanding of what they meant before signing. The club felt it was important to make the Standards relatable to all members
- The club also tried to future proof some of their operations. An example of this was within the “welcome to the club” email, they included codes of conduct within it



littledownharriers.co.uk

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OVERCOMING CHALLENGES



- The main challenges were the committee's capacity and it took time to update the Standards
- One committee meeting could turn into the next one, but self-set deadlines helped keep this on track
- With 200+ members it was a challenge to get everyone to sign codes of conduct. Having a process was key for this

ADVICE FOR OTHER CLUBS



- ✓ Use the EA templates – don't reinvent the wheel!
- ✓ Look at similar clubs and share what they have done. Speaking to other clubs and sharing ideas was really beneficial
- ✓ Divide and conquer - share the policies between committee members

THE BENEFITS OF CLUB STANDARDS



- 1 The Standards show that the club are trying to operate as a responsible club and keep members safe
- 2 They help members have a sense that the club is a well-run and reputable club. Littledown Harriers want new and existing members to understand that they have their wellbeing at the forefront of the decisions they make
- 3 You can work through them at a pace that suits you and your committee, and this didn't have to be finalised ahead of re-affiliating

THE OUTCOMES



- ✓ 7/7 for Club Standards
- ✓ The welfare officers have used this as a springboard to make safeguarding front and centre of how the club operates. Welfare is now a standardised item on the monthly committee and coaching meetings. It was also included at the AGM and has effectively improved behaviours on social media
- ✓ Club Standards has encouraged us to be better for our members
- ✓ Club Standards has helped us to hold our members at the heart of our decisions and this is what we are all about



What are Club Standards?

