

BMMC marshals Race with Respect guidelines

BMMC takes the welfare and behaviour of our marshals seriously. We go to our respective circuits, hill climbs, rallies etc for the love of the sport, to meet like-minded people and volunteer together to allow our sport to happen in a happy, safe, fun, fair and respectful environment. We all dedicate a lot of time, energy and money for this to happen.

Sometimes things can go wrong on the day. This could be due to something overheard, said in person or the feelings that someone you are volunteering with is not listening or being overzealous with you. Thankfully, and it is rare, however there may be some form of unwanted physical contact. Also our emotions from our home lives can interrupt us volunteering at the required level which may impair our judgements or actions we do on the day. We acknowledge we are all human.

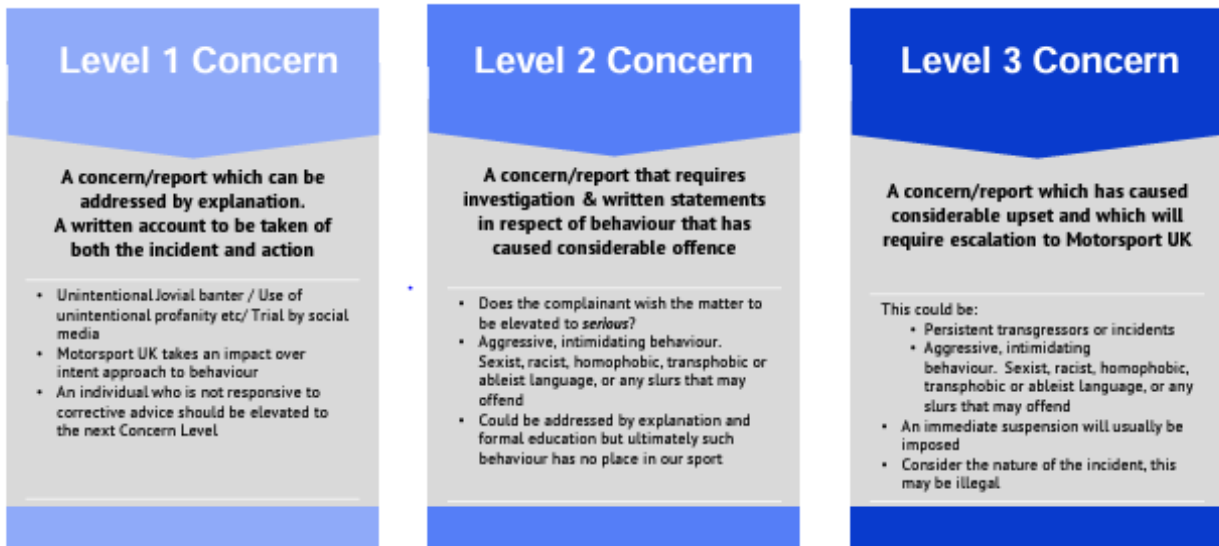
Occasionally words used could be classed as banter, but some marshals may not see the funny side of this or appreciate the wording used. This also includes any form of wording used via any media or personal messaging to individual marshals. Remember to keep your conversations professional, relevant to the role you are undertaking and remember the post chief may direct you to action something that the clerk has requested. Discuss any requests during stand down with those that have made the request. As we are all doing our roles we may be on occasions be filmed so remaining diligent and professional is key to our success during the weekend.

When situations like this arise, it is important we all need to know what to do, who to turn to and what your options are. BMMC do not want you to be silent, but responsible, factual and able to share your concerns. Just like our workplaces, there are policies and processes we can follow:

1. Talk to the person and explain why they have upset you. If there is any form of verbal or physical abuse, then remove yourself from post to reduce further issues.
2. Discuss your issues on the day to the chief marshal/coordinator or clerk or stewards and explain what has happened. If required, ask to be assigned to a new post or role. Make a note of times/dates and what was said.
3. If the matter is URGENT/SERIOUS, report to the clerk of the course or stewards and then report your issues to MSUK Race with Respect via the web link. Please also inform the chief marshal by phone, text or email of your concerns if applicable and does not involve them. You may wish to advise your BMMC regional chair or other club representative as well.
4. If you use the Race with Respect web link, MSUK may contact you to get more details. It can be completed anonymously but you may not get a response that the matter has been dealt with. BMMC and your regional chairs and National directors will support you all, should you wish any help, guidance or information.

Below is guidance from MSUK on the 3 steps of severity in how to deal with Race with Respect.

<https://motorsportuk.s3.eu-west-2.amazonaws.com/wp-content/uploads/2023/01/27091257/Race-with-Respect-Levels-of-Concern-v2.pdf>



Any BMMC member found to have breached any of the club rules or MSUK rules will be requested to explain their actions. We will coordinate with all our stakeholders to ensure any allegations are dealt with robustly, swiftly and fairly with suitable outcomes and resolutions sought.

We hope these words of guidance go some way to provide a bit of clarity and please do not put yourself in that position. If things are not going well, take 5 minutes out, and then discuss with your fellow marshals and try come to an amicable resolution. We are all humans, we do get it wrong sometimes; it takes a bigger person to admit they were wrong and offer an apology.

These guidelines are illustrative and not intended to solve every issue. All marshals should make themselves aware of who to contact on the day and to ensure we all conduct ourselves appropriately with our peers and in the public eye.

Also as a reminder the club & MSUK has access to a full set of counselling services to support any marshal who may be experiencing any difficulties after incidents or with Race with respect issues.