



parkrun Global Anti-Bullying Policy

Policy / Procedure	Anti-Bullying Policy
Applicable to:	parkrun Global Ltd and all its subsidiaries and other entities in the parkrun Global movement
Version	1
Classification	Public
Owner	Legal & Governance
Approver	Head of Legal and Governance
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Date of next review:	July 2029

1. Introduction

This policy sets out parkrun's approach to bullying. parkrun is committed to providing a safe, welcoming, and inclusive environment for its entire community; this includes all runners/ walkers, volunteers, staff, and spectators.

2. Scope

This is a global policy and applies to all parkrun events and activities.

3. Definition

Bullying

Bullying is repeated, unreasonable or unwanted behaviour that intimidates, degrades, humiliates or harms an individual, creating a risk to their wellbeing or safety.

4. Roles and responsibilities

Responsibilities of Run Directors and Event Directors

Run Directors and Event Directors have an obligation to take immediate action if bullying has been identified, whether or not a complaint has been made. Allegations of bullying, received either informally or formally, must be dealt with promptly and sensitively.

If you witness bullying, or are told it has taken/ is taking place at an event:

- Always take it seriously, regardless of who is reporting it and how improbable it might sound
- Listen without judgement to everything you are being told
- Reassure the reporter that parkrun will take it seriously and that no action will be taken without first consulting with all parties
- Never promise to keep something secret, but do reassure that only those who need to know will be involved

- Report it, either via the incident reporting mechanism (EMS), or directly to the parkrun Safeguarding Team, via safeguarding@parkrun.com, at the earliest opportunity
- Do not impose any sanctions yourself without first contacting parkrun HQ

Any allegations of bullying that a Run Director or Event Director receives must be reported immediately to the parkrun Safeguarding Team via safeguarding@parkrun.com.

Procedure for dealing with bullying

Anyone who feels that they are being subjected to bullying may attempt to resolve the matter informally in the first instance. In some cases, it may be possible and sufficient for them to explain clearly to the person(s) engaged in the unwanted activities that the behaviour is unwelcome, offends or makes them uncomfortable.

Anyone who feels that they are being bullied should keep a record of any incidents, detailing when, where, what occurred, and witnesses (if any).

In some cases, victims of bullying may not be sufficiently confident to tell the harasser that their behaviour is unacceptable. parkrun emphasises therefore that you are not required to approach the harasser in an attempt to resolve the problem informally, and are entitled to report the matter to the event team or the parkrun HQ Safeguarding Team immediately if they wish to do so.

The Event Director will escalate the matter to parkrun HQ. The appropriate member of staff will then discuss the matter with the complainant and agree on a course of action. The alleged harasser will also have the right to state their version of events.

If it is agreed that the bullying has reached a criminal level, the appropriate staff member from parkrun HQ will recommend reporting it to the law enforcement agency and will support an individual in doing so if appropriate.

Upon receiving a report, the parkrun safeguarding team will take the following steps:

- Assess immediate safeguarding risks.
- Gather information from relevant parties.
- Review available evidence as far as our resources allow.
- Liaise with safeguarding professionals or law enforcement where appropriate.
- Where relevant, hold a [sanctions panel](#).

00. Review

[This Policy shall be reviewed periodically and, at a minimum, on a 3 yearly basis, to evaluate its effectiveness and implementation, taking advice from external specialist advisers where appropriate. Any improvements identified will be implemented as soon as practicable.]

Version History			
Version	Approved by	Approval date	Updates
1.0	Head of Legal and Governance	July 2026	•