



motor  
sport  
UK



RACE  
WITH  
RESPECT

Guide V.01





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**#1**

**What is Race  
with Respect?**

## #1

# What is Race with Respect?

**Race with Respect is a sport-wide set of values; Respect, Integrity, Fair Play, Self-Control and Good Manners and are the basic standards expected for all members of the community.**

Its aim is to ensure the sport is welcoming and accessible for everyone and to allow participants to enjoy the sport in whichever capacity they choose enabling a healthy and positive environment for the motorsport community. Creating a more inclusive and progressive sport for everyone and to encourage all to play a proactive part in speaking up when poor standards are displayed.



All participants and Clubs sign up to the values of Race with Respect when they are issued with a Motorsport UK licence, register and/or participate in a Motorsport UK Event. These values and the Race with Respect Code are then underpinned by a [CODE OF CONDUCT](#).

We are all collectively responsible for setting a good example and helping provide a positive and welcoming environment for all participants.



# #1

## Who is responsible for Race with Respect?

Everyone is responsible for bringing about and embracing the values of Race with Respect.

Together we aim to make the sport more welcoming and accessible for everyone through raising awareness of what is and is not acceptable behaviour and language, providing education around the values of Race with Respect, empowering our community to make a difference, encouraging two-way communication between all of the groups and enforcing disciplinary measures when needed.



aggression towards another person either online or in-person. This could be excluding or isolating someone, not letting them be part of the group; teasing, taunting, name-calling, spreading rumours, physical acts of aggression or discriminating against someone because of a protected characteristic. If you witness or hear about bullying taking place in the sport, please call it out by following the Race with Respect reporting procedure.

It may in some cases be clear when someone has been treated badly, in others it might be more subtle. Frequently concerns we hear are people using language related to someone's identity that is no longer acceptable, or being the objects of jokes which they find offensive rather than funny. These actions can have a big impact on people even if they were not intended to. In these situations a simple apology may be enough. If, after initial education/awareness, the behaviour is repeated, it will result in further action.



# #1

## What is inclusive behaviour?

**Being inclusive means allowing everyone to be themselves so that they can participate in all events and activities without concerns.**

Where events are not inclusive people may feel that they are not being listened to or that they don't fit in. In extreme cases people may be fearful or experience discrimination, abuse, prejudice or bullying.

Equality has its roots within the nine protected characteristics – set out by the Equalities Act 2010 – which are:

- Race
- Gender
- Sexual Orientation
- Disability
- Pregnancy and Maternity
- Marriage and Civil

- Partnerships
- Gender Reassignment
- Religion and Belief
- Age

Where you think that yourself or an individual has been treated differently or poorly in relation to one of the characteristics above or any other personal characteristic you can use the Race with Respect process.

We need to remove the use of disrespectful terminology, and any non-inclusive actions or behaviours, as well as eradicate bullying from our sport. Bullying is defined as intentional



**#2**

**Concerns**



# What is the Race with Respect reporting procedure?

## Motorsport UK has developed 3 separate reporting forms

- The first is for **Clubs and Championships** to report any concern/incident; to provide details together with any evidence and any witness statements all of which can be directly uploaded along with the findings and outcome. Irrespective of the resulting findings, a report of the concern/incident is to be submitted so that we are aware of the different situations encountered.
- The second is for **individuals** who may choose to report directly to Motorsport UK. This form also has the option



of uploading documentation in support of the concern.

- The third option is to **report anonymously**, however, in this instance we are unable to provide feedback on the findings of any investigation and there is no option to upload material.
- Where an individual reports directly to Motorsport UK, following initial review, Motorsport UK may deem it appropriate for the report to be passed to the Club/Championship in order for them to investigate and then report back their findings.
- If the concern is raised during an Event, the investigation will take place in parallel to the usual judicial process and not in place of it. The Clerk of the Course may delegate the investigation to another Official of the meeting if the incident does not meet the criteria for breach of C.1.1.9. for example.
- All reported incidents are reviewed and the forms have been specifically designed to enable Motorsport UK to undertake continuous evaluation of the types of incidents being reported. This will allow consideration of future training needs and/or further developments of the initiative.
- Following any investigation by the Club/Championship or by Motorsport UK, feedback on the findings will be made to the originator.





# What are the levels of concern?

## Level 1 Concern

- A concern/report that can be addressed by explanation with a written account about both the incident and any subsequent appropriate remedial action. Examples could include - unintentional jovial 'banter', use of unintentional profanity or trial by social media
- An impact-led approach to this kind of behaviour is to be taken – aimed at changing behaviours rather than imposing penalties. It is important that the individual understands why their behaviour or action is not appropriate
- Level 1 concerns can usually be managed within the club/

championship environment with the incident and subsequent corrective actions being reported to Motorsport UK.

- An individual who is not responsive to corrective advice should be elevated to a Level 2 Concern

## Level 2 Concern

- A concern/report that requires investigation and written statements in respect of behaviour that has caused considerable offence. This includes - aggressive or intimidating behaviour, sexist, racist, homophobic, transphobic or ableist language, any slurs that may offend or relate to a repeat of incidents

- The key distinction between Level 2 and Level 3 is that the incident is of a more serious nature i.e., could relate to one of the main protected characteristics or bullying/harassment which must not be tolerated.

## Level 3 Concern

A concern/report which has caused considerable upset and will require escalation to Motorsport UK. This could be:

- Persistent transgressors or incidents
- Bullying or harassment
- Aggressive or intimidating behaviour, sexist, racist, homophobic, transphobic or ableist language, or any slurs that may offend

An immediate suspension may be imposed by Motorsport UK while the investigation takes place and the nature of the incident will be considered to determine if it requires escalation due to illegal behaviours.



## #2

## What happens after raising a concern/ submitting a report?

When an allegation of poor conduct has been made there are a variety of routes that can be taken to resolve the issue. Most concerns can be resolved within the Level 1 category by the club/championship/Organiser. These may not necessitate a full investigative process. Instead, acceptable remediation on both sides can often be reached through an apology and admittance/ understanding of wrongdoing. The core approach is to ensure the individual(s) concerned understands the impact of their behaviour or action and why it is not appropriate. This is through a process of community education which may include

intervention which aims to equip an individual with the necessary knowledge and skills to act more appropriately next time.

All incidents must be reported by the Club/Championship to Motorsport UK. Details of their investigation and any action (if any) taken will be recorded on an individual's record.



## #2

## Motorsport UK Report Management Process





**#3**

**Role-specific  
information**

# Information for Competitors

## How do I raise a concern/ submit a report as a competitor?

Try to resolve any concerns locally at an event:

- Speak to an official who is at the event i.e., the Clerk of the Course, Secretary of the Meeting or Safeguarding Officer if appropriate - your Club or Championship may have appointed a Respect Officer
- Make a statement – write down what you have experienced, seen and heard. Provide the official(s) with any supporting evidence that you may have such as photo and video content.

All reports of poor behaviour will be investigated and a decision made. The Club will then submit all paperwork to Motorsport UK.

Should you be unable to resolve the matter at a local level you can use this [ONLINE FORM](#) to enable you to make reports directly to Motorsport UK and upload supporting evidence.

There is an option for reports to be submitted anonymously. However, these cannot be investigated fully and feedback cannot be provided.

## What if a concern/report is made about me?

Whether made to a Club or to Motorsport UK direct, all reports will be reviewed and investigated. Motorsport UK will review all reports and as previously mentioned where the report has been made direct may be referred to the Club/ Championship/Organiser to undertake an investigation.

We ask that everyone involved is truthful, open and respectful during the investigation process and learn from what has been said.

You will be notified of the outcome of an investigation and whether there is any further referral.

The Respect Code will help to grow and strengthen the sport by making it accessible and welcoming for everyone.



# Information for Officials

## How do I raise a concern/ submit a report as an official?

Officials are role models for the wider community. You represent the highest standards when it comes to the values behind the Respect Code irrespective of whether you are the holder of a Motorsport UK Official Licence. As an Official of a Motorsport UK activity you are representatives of the Organiser and the Governing Body. If you notice poor behaviour, we encourage you to speak out at the time and explain to the individual(s) concerned why they are falling short of the expected standards and to lodge the incident and your actions via the Race with Respect reporting form. Should this not suffice in resolving the issue you may refer the matter to the Organising Club/Championship.

Try to resolve any matters locally at an event:

- Speak to the Clerk of the Course and/or Stewards of the Meeting - your Organising Club/Championship may also have appointed a Respect Officer
- Make a statement – write down what you have experienced, seen and heard. Provide the official(s) with any supporting evidence that you may have such as photo and video content.

All reports of poor behaviour will be reviewed and investigated by the Organising Club or Championship, and a decision will be made. The Club or Championship will then submit all paperwork via the Race with Respect reporting form to Motorsport UK.

- Should you be unable to resolve the matter at a local level you can then use this **ONLINE FORM** that enables you to make reports directly to Motorsport UK and upload supporting evidence.

There is an option for reports to be submitted anonymously. However, these cannot be investigated fully, and feedback cannot be provided.

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We ask that everyone involved is truthful, open and respectful during the investigation process and learn from what has been said.

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# Information for Clubs

## What is the role of a Organising Club or Championship?

All Clubs and Championships are required to include the Respect Code within their Supplementary and/or Championship Regulations, with the expectation that they respond to any report of disrespectful behaviour.

Organisers may wish to appoint an individual as the 'Respect Officer'. If a Respect Officer is appointed, this person should be listed within official documentation together with their point of contact. They will coordinate and provide support to any investigation into Race with Respect concern/report. Should this involve a child or an adult at risk they will also be responsible for making the Club Safeguarding Officer aware.

Everyone within your organisation is collectively responsible for setting a good example and helping provide a positive and welcoming environment for all participants. We need your help to encourage and champion respectful behaviour, as well as dealing with any reports of disrespectful behaviour. Your role is fundamental in helping to educate, engage and support our community.



## 28 What could the outcomes be after a Race with Respect concern/report?

At an Event level, remedial/corrective actions may be sufficient, such as an apology and/or a genuine acceptance of regret due to inappropriate behaviour - depending on the specific incident. It may be that upon review the Clerk of the Course has decided that the matter does not necessarily meet the criteria for a breach of regulation and therefore delegated the investigation to another official where it would solely be dealt with under Race with Respect.

In all other cases it would be expected that any penalty will be in line with the usual judicial process and parallel to remedial action in line with Race with Respect such as a verbal or formal warning and an apology, which can be issued by the Clerk of the Course. Both of these outcomes can be included as part of the same decision.

Outside an Event the Club Official/Championship Coordinator will review and investigate the incident and following a hearing may decide that remedial/corrective actions may be sufficient, such as an apology and/or a genuine acceptance of regret due to the individuals inappropriate behaviour depending on the specific incident. Their findings will be advised in writing by letter to the individual(s) or by issue of a Conduct without Respect notification.

Following investigation the matter/decision will be notified or referred to the Club Committee or Championship Stewards. Where this is referred the Committee or Championships Stewards may consider that further action is necessary.

Potential action that could be taken includes:

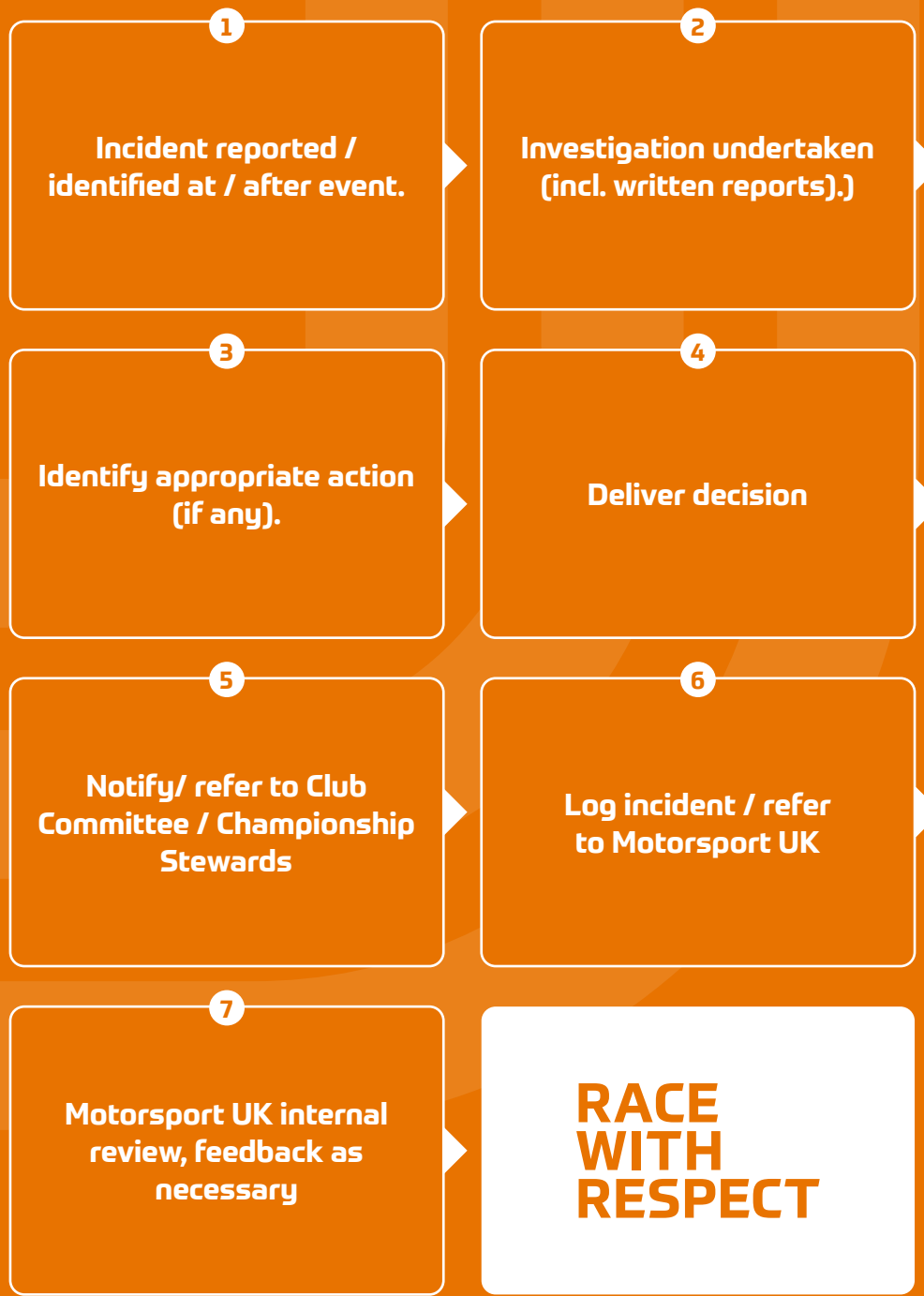
- Requesting an apology
- Issuing a verbal warning
- Issuing a written warning
- Requiring community work to be undertaken
- Penalties in line with Club Rules/Championship Regulations

In both the above instances following conclusion of the review and any subsequent decision the Club/Championship will lodge a report via the Race with Respect reporting form together with any associated documentation and decision. Motorsport UK will review all reports and feedback to the Club/Championship as necessary.



# #3

## What is the Club and Championship report management process?







**#4**

**Guidance**

## Information for parents

As a parent or guardian, you play an important and influential role in promoting a positive environment and to help encourage participants to behave with integrity and uphold fairness in the sport.

Passions can run high, but it is fundamental that you are always respectful to officials and fellow participants – even if decisions and events do not go your way. Remember, the way you interact with other participants and officials at the event will be seen as the expected and acceptable behaviour by your children and their peers.

It is never acceptable for an adult to show any level of disrespect to a young person. We need to bear in mind that young people look up to adults or older participants when seeing how to behave. In the event that an incident involves young participants, it is imperative that the signed-on Entrant - whether parent, legal guardian or team manager - is involved in the process.



## #4

# Safeguarding

**Any behaviours which place children, young people or adults with disabilities at risk of harm are likely to also constitute a safeguarding concern.**

If you are worried about the impact of an incident on a child, young person or adult at risk please raise this with the Club Safeguarding Officer or contact the Motorsport UK Safeguarding Team – [Safeguarding@motorsportuk.org](mailto:Safeguarding@motorsportuk.org)

Out of hours, you can seek advice from the 24-hour NSPCC Helpline (0808 800 5000).

More information and supporting documents are available on the Motorsport UK website at:

[motorsportuk.org/the-sport/safeguarding/policies-guidance/](https://www.motorsportuk.org/the-sport/safeguarding/policies-guidance/)



## How to approach social media

Everyone needs to be considerate of how they use social media and express their opinions.

Club and organisers are asked to frequently monitor the content and use the [CODE OF CONDUCT](#), the guidance provided by Motorsport UK and the Regulations, as a guide to what constitutes acceptable online behaviour. However, it is incumbent on us all to be conscious of the impact of what is said can have both to the sport and to individuals.

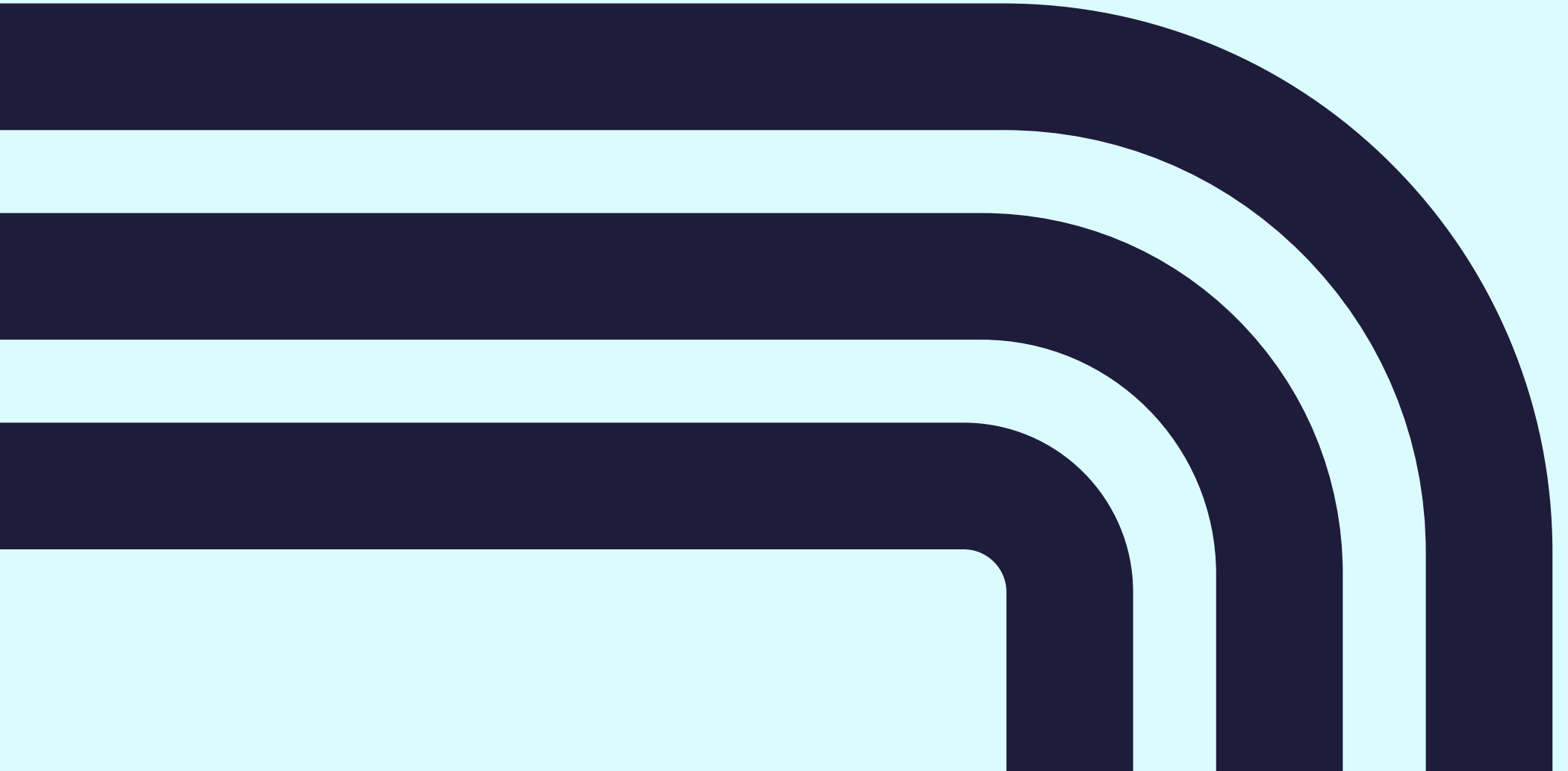
If individuals are posting inappropriate messages, clubs and organisers or individuals should remove the post where possible or ask the author to remove their message. The author of the post should be

reminded of their responsibilities to be respectful and advised to refrain from such messaging in future. A record of the post or communication should be captured along with any correspondence to the individual and be reported via the Race with Respect form.



**#5**

**Find out more**



# #5

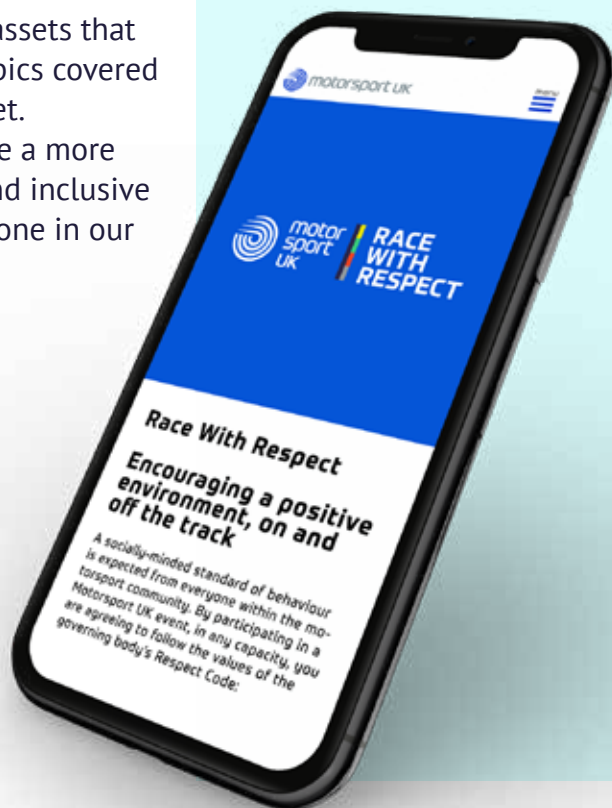
## Find out more

To find out more about Race with Respect, you can visit the Motorsport UK website which contains a host of helpful resources alongside the reporting forms mentioned throughout this booklet.

These include digital assets that explain the various topics covered throughout this booklet.

Together, we can create a more welcoming, positive and inclusive environment for everyone in our community.

[motorsportuk.org/  
racewithrespect/](https://motorsportuk.org/racewithrespect/)



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