



## Code Of Conduct

Alongside our safeguarding policy we have updated our code of conduct relating to the behaviour of individuals.

For the purpose of clarity, this policy applies to the following

- Adult members
  - Junior players
  - Club officials and volunteers
  - Parents & Carers
  - Employees
  - All individuals/organizations who use or hire the premises
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- Individuals must treat each other and members of staff with courtesy and respect at all times.
  - Individuals must refrain from any harassing, bullying or abusive conduct. This is defined as behaviour that is likely to cause alarm or distress to another person or to make them feel uncomfortable (with more detailed definitions below).
  - Individuals must observe the law and never do anything to bring the club into disrepute.
  - Individuals must not act in a negative or destructive manner towards the club, its events, or its elected Trustee Board. This does not preclude fair comment or opinion appropriately expressed.
  - Individuals must respect the property and facilities provided by or through the club.
  - Individuals are responsible for taking reasonable care of their health and safety and for assessing any risks to themselves or others of their participation in club events. Individuals shall observe any reasonable directions from the club, the event organizer or other responsible party in relation to their health and safety.
  - If an individual brings a non-member guest to a club event, the member is responsible for ensuring that the guest complies with this Code of Conduct

## Definitions

Harassment and bullying can occur in many forms and employers now have a legal responsibility to put in steps to protect employees from harassment.

Examples of harassment can include:

- banter, jokes, taunts or insults that are sexist, racist, ageist, transphobic, homophobic, or derogatory against any other protected characteristic;

- unwanted physical behaviour, for example, pushing or grabbing
- A single incident can amount to harassment. A person may be harassed even if they were not the intended "target".

Examples of bullying can include

- Using offensive, intimidating, malicious or insulting behaviour or an abuse or misuse of power through means that undermine, humiliate, denigrate, or injure the recipient.
- Use of personal strength or the power to coerce through fear or intimidation, not necessarily from someone in a position of authority. Bullying may be physical, verbal, or non-verbal. It can include conduct that is not face-to-face, including via text message, email and social media.

## **Reporting and disciplinary process**

Any incidents relating to the safeguarding code of conduct will be passed onto the Club's Child Protection Officer or relevant Safeguarding Officers and followed up using the processes outlined in the respective safeguarding policies.

Any incidents relating to the contravention of the behaviour code of conduct will follow the process below:

All complaints will be investigated. If there is sufficient evidence to suggest that the above code of conduct has been breached, the offender will be contacted by one of the Club Management Team and asked to attend a meeting with themselves and/ or members of the Club Management Team/ Trustee Board.

The outcomes following this meeting and any further investigation are outlined below:

- 1 No further action will be taken
- 2 The offender will be issued with a formal written warning relating to their conduct, that will be kept on record for 6 months
- 3 If during this period another offence occurs, the offender may be subject to suspension from all or certain areas of the club, for a specified time period.
- 4 If during this time suspension conditions are breached, or another offence occurs, the offender will either face an extended suspension or permanent expulsion from the club.

If an incident is deemed to be of an extremely serious nature, the above steps 1 – 4 may be bypassed and the offender immediately excluded from the club.