

PORTCHESTER SAILING CLUB

Behaviour, Language and Ethics Policy

Why do we need a Policy?

- To ensure that Portchester Sailing Club has a good name and reputation
- Makes it easier to challenge unacceptable behaviour and language both spoken and written
- Makes it a safer environment for everybody
- Encourages people to come forward and join Portchester Sailing Club
- Ensures Portchester Sailing Club members think about involving everybody
- Makes Portchester Sailing Club stronger and more credible, because it speaks for all and it's the law.

This Code aims to ensure that ALL Members observe the highest standards of propriety and act in the best interests of the club.

With respect to Committee Members

Commitment

Committee Members must devote sufficient time preparing for and attending meetings to ensure they add value to the committee's work.

No personal benefit

Committee Members must not benefit from their position beyond what is allowed by the law and what is in the interests of the club. Committee Members should take decisions solely in terms of the club's best interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends

Conflicts of interest

Committee Members should identify and promptly declare any actual, potential or perceived conflicts affecting them. They must absent themselves from any discussion where there is any such conflict.

Probity

Committee Members must comply with any rules agreed by the General Committee

Integrity

Committee Members are required to use their knowledge, expertise and experience to take the best decisions they can in the interests of the club. They are equally responsible for all decisions of the relevant Committee. Committee Members must also promote and support the principles of the club by leadership and example.

With respect to All Members

Respect

Members must treat each other and others they come into contact with when performing their role, with respect and courtesy at all times.

Openness and accountability

Members must be open, responsive and accountable to other members of the club about their decisions, actions and work, including their use of club resources.

Committee Members must disclose anything in their past which could bring the club into disrepute.

Confidentiality

Members must respect the status of confidential issues they read and discuss. They are bound to maintain the status of this material and any discussions.

Social Media & Communications

Members must respect each other and their view. Insults, personally hurtful comments and inappropriate language are not to be tolerated under any circumstances. Comments made via email or social media, are also included, and may initiate action through the Club Discipline Procedure.

February 2017