

Introduction

This policy explains the behaviour standards expected from Trustees of The West Hants Club to ensure effective governance and alignment with the Clubs Vision and Values.

The code provides a framework for leading and managing the organisational culture, emphasizing ethical behaviour, transparency, and accountability.

Trustees are expected to sign this code of conduct upon appointment to the Board of Trustees.

1. General

1.1. I will act within the governing document of The West Hants Club and the law and abide by the policies and procedures of the organisation. This includes having a knowledge of the contents of the governing document, and relevant policies and procedures.

1.2. I will support the Clubs Vision and Values, championing them, using any skills or knowledge to further that vision and seek expert advice where appropriate.

1.3. I will be an active Trustee, making my skills, experience and knowledge available to The West Hants Club and will endeavour to make myself available for additional work outside Trustee meetings, including participating in sub-committees.

1.4. I will respect organisational, board and individual confidentiality, while never using confidentiality as an excuse not to disclose matters that should be transparent and open.

1.5. I will develop and maintain a sound and up-to-date knowledge of The West Hants Club and its environment. This will include an understanding of how The West Hants Club operates, the social political and economic environment in which it operates and the nature and extent of its work and I will undertake relevant training where appropriate.

1.6. I will seek to be accountable for my actions as a Trustee of The West Hants Club and will submit myself to whatever scrutiny is appropriate.

1.7. I accept my responsibility to ensure that The West Hants Club is run effectively and will raise issues and questions in an appropriate and sensitive way to ensure that this is the case.

2. Managing Interests

2.1. I will not gain materially or financially from my involvement with The West Hants Club.

2.2. I will act in the best interests of the current and future beneficiaries of The West Hants Club as a whole and not as a representative of any group – avoiding bringing The West Hants Club into disrepute.

2.3. I will not put myself in a position where my personal interests' conflict with my duty to act in the interests of the organisation. Where there is a conflict of interest, I will ensure that this is managed effectively in line with The West Hants Club Conflict of Interest Policy. I understand that a failure to declare a conflict of interest may be considered to be a breach of this code.

3. Meetings

3.1. I will attend all appropriate meetings and other appointments at The West Hants Club or give apologies. If I cannot regularly attend meetings, I will consider whether there are other ways I can engage with The West Hants Club, away from being a Trustee.

3.2. I will prepare fully for all meetings and work for The West Hants Club. This will include reading papers, querying anything I do not understand, thinking through issues before meetings and completing any tasks assigned to me in the agreed time.

3.3. I will actively engage in discussion, debate and voting in meetings, contributing in a considered and constructive way, listening carefully, challenging sensitively and avoiding conflict.

3.4. I will participate in collective decision making, accept a majority decision for the board and will not act individually.

4. Governance

4.1. I will actively contribute towards improving the governance of the Trustee board, participating in induction and training, and sharing ideas for improvement with the board if necessary.

4.2. I will help to identify good candidates to become Trustees at The West Hants Club and, with my fellow Trustees, will appoint new Trustees in accordance with agreed selection criteria and in consideration of any recommendations from the Trustee Advisory Committee.

5. Relationship with others

5.1. I will endeavour to work considerately and respectfully with all those I come into contact with at The West Hants Club. I will respect diversity, different roles and boundaries, and avoid giving offence.

5.2. I recognise that the roles of Trustees, and staff of The West Hants Club are different, and I will seek to understand and respect the difference between these roles.

5.3. I will seek to support and encourage all those I come into contact with at The West Hants Club. In particular I recognise my responsibility to support the Chairperson and the senior staff members.

5.4. I will not make public comments about the organisation unless authorised to do so. Any public comments I make about The West Hants Club will be considered and in line with organisational policy, whether I make them as an individual or as a Trustee.

6. Leaving the board

6.1. I understand that substantial breach of any part of this code could mean that procedures are put in motion that may result in my being asked to resign from the Trustee board.

6.2. Should this happen, I will be given the opportunity to be heard. If I am asked to resign from the board, I will accept the majority decision of the board in this matter and resign at the earliest opportunity.

6.3. If I wish to cease being a Trustee of The West Hants Club at any time, I will inform the Chairperson in advance in writing, stating my reasons for leaving.

Signed

Name

Date

Our Vision

To provide a quality leisure experience that promotes and encourages a healthy sporting lifestyle for juniors to seniors in our local community, within a safe and welcoming environment.

Values

Teamwork: we support each other to grow together

Excellence: we continually work toward delivering high standards

Consistency: we strive to provide a first class experience every visit

Knowledge and Experience: to provide our members with the tools to achieve a healthy sporting lifestyle