



# CODE OF CONDUCT

(Found in Appendix B of the Club Rules)

## Ryburn Golf Club.

The Shaw, Norland, Sowerby Bridge, Halifax, HX6 3QP

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Ryburn Golf Club (The Club) is committed to providing an environment that is free of discrimination, harassment and intimidation for members, employees and guests.

Members, guests and visitors will be expected to abide by the club rules document and other supporting documents such as the Equality, diversity and inclusion policy (EDI), safeguarding, health and safety policy etc.

Upon payment of membership or green fees, all members, guests and visitors give their consent to be bound by this code of conduct. Any breach may result in action being taken as per the club's disciplinary policy. For members this may include but is not limited to sanctions or penalties such as suspension from competitions, the club or termination of membership.

Members are responsible for their guests and any infringements of the code of conduct may result in guests being asked to leave and action being taken against the member.

This Code of Conduct is not intended to create a bureaucratic, regulatory environment, but rather to promote and enhance our Club's values.

### **In the clubhouse**

(see also Appendix B of Club Rules)

Members, guests and visitors are reminded that:

- Any form of discrimination, harassment or intimidation is regarded as unacceptable behaviour.
- Consumption of excessive quantities of alcohol is not permitted by law.
- Smoking or the use of e-cigarettes is not permitted within any of the Club buildings.
- The taking of illegal substances will incur immediate suspension and loss of membership.
- Please be considerate towards others when using your mobile phone in the clubhouse.
- The use of foul or abusive language such as swearing has no place in the clubhouse and any member heard using unacceptable or offensive language will be asked to either stop or leave the premises. Where someone is noticed to be consistently using bad language after being warned then their continued membership will be reviewed accordingly.
- Racism, homophobia, misogyny or any form of discrimination will not be tolerated.
- Whilst fully acknowledging that adult "banter" contributes to creating a healthy atmosphere among members, banter can escalate to bullying or become offensive. These rules are designed to safeguard others who find such banter offensive or intimidating.

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## On the Course

(See also Appendix C of the Club Rules)

The Club wishes to draw the attention of all members, guests and visitors to R&A Rule 1.2 – Standards of Player Conduct:

All players are expected to play in the Spirit of the Game and R&A Rule 1.2b – Code of Conduct.

Ryburn Golf Club has adopted the following Code of Conduct as a Local Rule.

All golfers must:

- Avoid slow play, apply Ready Golf principles and allow other golfers to play through as appropriate, waving the following group through when searching for lost balls and maintaining the speed of play by keeping up with the group in front.
- Make themselves aware of and adhere to the playing format of the day, where this is applicable (for example on competition days).
- Adhere to the dress code and R&A and local rules of the course.
- Demonstrate fair play both on and off the course.
- Always follow established golf etiquette respecting the course, such as:
  - Repairing pitch marks, replacing divots, raking bunkers,
  - Always showing the necessary respect to fellow golfers, which incorporates; no shouting on the course, no misuse of equipment (i.e. throwing clubs in frustration etc.), no aggressive behaviour, or the taking of performance enhancing medication.
  - Conduct yourself in a sportsmanlike manner and do not cheat, disrespect employees, officials or fellow players.
  - Mobile phones must be switched to silent on the golf course.

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## **Outside the Club Environment:**

Whether playing other venues or interacting on social media members are reminded that they are representatives of Ryburn Golf Club. As such, the use of foul, abusive or otherwise inappropriate language on any of the club's social media channels is unacceptable, and any language or statements that brings, or may bring the club into disrepute, is not permitted.

Any person engaging in behaviour that may be detrimental to the reputation of The Club or the game of golf should be reported to the Club Secretary, Lady Secretary or other Club Official named in the club diary. Any allegations will be investigated in accordance with the Club's Disciplinary Procedure, which is available to view on the Club V1 app in the documents section on the Club's website or a copy can be sought from the Club Secretary.

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## Club Officials

A Club Official is defined as “Any person involved with the administration, management or organisation of Ryburn Golf Club”.

A club official at Ryburn Golf Club is anyone who acts in any capacity as part of the RGC management structure found in Appendix A of the club rules.

The Club recognises the huge contribution made by all those who invest in it. The purpose of this Code of conduct for club officials is to maintain high standards of conduct, assist individuals in their voluntary role and to protect the best interests of our club.

Club officials will actively promote the values of the club, and contribute to creating a positive inclusive environment in line with the clubs EDI policy.

As a Club Official it is expected that you will:

- promote the values, aims, rules and regulations of our Club by acting as its ambassador always presenting it and its members in a positive light
- act only in the interests of The Club as a whole not individuals or small groups
- listen and respect the views of others and always use appropriate and respectful language and behaviour
- champion equality and respect the rights, dignity and worth of all people involved in the club, regardless of gender, race, marital status, colour, disability, sexuality, age, occupation, religion or political opinion
- work within the parameters set out within the roles and responsibilities document which governs the committee/sub committee you sit on.

Club officials should actively contribute to the effectiveness of the Club by undertaking the following:

- good preparation for meetings by reading all papers which have been circulated prior to meetings
- regular attendance, participation and contribution at meetings including constructive challenge when appropriate
- dealing with issues of agenda clarification before meetings and maintaining a sharp focus on agenda items in meetings so that time is used effectively
- respecting the office of the “Chair of the meeting” to ensure the orderly conduct of meetings and any management of conflict
- attempting to reach decisions by consensus and always publically support group decisions even in the event of difference in opinion.
- ensuring timely response to, and completion of, agreed actions
- supporting fellow club officials and the SMT in their leadership of the Club
- attending the Club AGM and any other meeting as and when required
- attend relevant training events and take reasonable steps to keep abreast of the development of sport policy and other issues which may affect their role or the Club.

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## **As a Club Official I will not:**

- attempt to exercise individual authority over the club or its volunteers except as explicitly set forth in agreed policies or my assigned lead responsibility areas
- become inflexibly caught up in promoting my own views at meetings
- gossip or act with bias or prejudice towards others
- use offensive or discriminatory language or behaviour
- fail to deliver on my commitments as a Club Official
- publically disagree with decisions that the SMT/Sub Committee takes as a group, even if I have a different personal view
- share any sensitive information, or information from meeting until such a times as minutes are produced and made public knowledge
- complete tasks that are not within my remit and instead pass them on to the relevant club officials to deal with.

## **Misconduct of Club Officials**

Club Officials' conduct may be considered to be unsatisfactory when a breach of the club rules, regulations, this Code or any legal obligation has occurred.

In cases where there is concern that a Club Official's conduct may be considered unsatisfactory, then the clubs Disciplinary procedure will be followed, found in Appendix D of the Club Rules document.