



Strawberry Hill Golf Club

Code of Conduct

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Members and Visitors Code of conduct

Code of Conduct for Members and Visitors

Strawberry Hill Golf Club believes that it is the responsibility of everybody involved in our club to ensure it remains a safe place, free from discrimination, fear and where possible, risk.

In doing so we ask that you:

- Treat everyone fairly and do not discriminate on the grounds of characteristics such as race, gender, age, sexual orientation or disability etc.
- Respect the rights, dignity and worth of every person and treat everyone with mutual trust and respect.
- If you see any form of discrimination, do not condone it or allow it to go unchallenged, and report to the club Board of Directors as soon as possible.
- Maintain the well-being and safety of all individuals.
- Promote the positive aspects of golf (e.g. fair play), at the club and when representing in the community

We will not tolerate any form of:

- Physical or verbal abuse
- Bullying & harassment
- Use of foul, abusive or discriminatory language
- Inappropriate physical contact

Responsibilities for players

The game of golf is based on honesty and integrity. Your responsibilities as a player are to:



- Play to the Rules of Golf (following any local rules), act with integrity, and refrain from using or overcoming any rule to any gain or unfair advantage.
- Play to the best of their ability
- Certify scores accurately for fellow players after witnessing a round.
- Have only one handicap record, administered by a home club.
- Return all acceptable scores, making the best possible score on each hole – submitting competition scores promptly after play and general play scores before midnight on the day of play.
- Pre-register any intent before starting to play.

Any breaches of this code of conduct will be subject to our disciplinary procedures and dealt with by the Board of Directors.



Workforce Code of Conduct

Code of Conduct for Staff Members, Volunteers, Coaches

Strawberry Hill Golf Club upholds that it is the responsibility of everybody involved in our club to ensure it remains a safe place, free from discrimination, fear and where possible, risk.

In doing so we ask that you:

- Treat everyone fairly and do not discriminate on the grounds of characteristics such as race, gender, age, sexual orientation or disability etc.
- Respect the rights, dignity and worth of every person and treat everyone with trust and respect.
- If you see any form of discrimination, do not condone it or allow it to go unchallenged, and report to the Club Manager or Board of Directors as soon as possible.
- Maintain the well-being and safety of all individuals.
- Promote the positive aspects of golf (e.g. fair play) at the club and when representing in the community.

We will not tolerate any form of:

- *Physical or verbal abuse*
- *Bullying & harassment*
- *Use of foul, abusive or discriminatory language*
- *Inappropriate physical contact*



When performing your role and/or acting on behalf of the golf club your responsibilities are to:

- Report any conflicts of interest to the appropriate person as soon as possible.
- Act as an advocate of the golf club when performing your role.
- Treat all colleagues and volunteers respectfully, helping to foster a friendly and collaborative environment.
- Read and work in accordance with all relevant policies and procedures and read and comply with the employee / volunteer handbook.
- Treat the golf club's property, whether material or intangible, with respect and care.
- Maintain a high standard of professionalism and any dress code guidelines.
- When communicating about the golf club, or on behalf of the golf club (including on social media), comply with the relevant policy guidelines. In doing so, refrain from any communication which may have a negative impact on the club or people associated with it.

For members of the workforce who engage with young people. Firstly, ensure that you are familiar with the Club's Child Safeguarding Policies and Procedures and comply with the following:

- Place the well-being and safety of the young person (defined as up to and including 17 years old) above the development of performance.
- Develop an appropriate working relationship with young people, based on mutual trust and respect.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young person's full consent and approval.
- Always work in an open environment (e.g. avoid private or unobserved situations).



- Do not engage in any form of intimate or sexual relationship, or inappropriate behaviour with a young player. All adult-young person relationships should maintain clear boundaries and be supportive, positive and aimed at their development and progress, as a person and a golfer.
- You should not have regular contact outside your club role with the young players and should not engage in regular communication through text, email or social network sites.
- Respect young people's opinions when making decisions about their participation in golf.
- Inform players and parents of the requirements of golf.

Any breaches of this code of conduct will be subject to our disciplinary procedures and will be dealt with by the Board of Directors.



Board of Directors - Code of Conduct

In agreeing to be a member of the Board of Directors, each member should also agree to adhere to standards of behaviour expected of their position of leadership in the club.

Board Members should:

- Act honestly and with integrity at all times.
- Attend at least 75% of assigned meetings.
- Allow the Chair to keep the meeting on track, focussing on strategic matters.
- Follow up diligently on commitments made at meetings.
- Remain loyal to Board decisions once they are made, even if the Board member did not agree with the decision.
- Maintain confidentiality of sensitive information as and when required.
- Treat all people associated with the club with respect, including members, management and staff, volunteers, contractors, partners, external stakeholders, and other Board members.
- Be supportive of management and staff, empowering them to undertake their roles.
- Mix with as many members as possible both on the golf course and at social events.
- Always consider the welfare of the club's members at large.
- Not take advantage of their position on the Board in any way.



- Understand and attend to the fiduciary responsibilities of being on the Board.
- Make decisions based on what is best for the club, not for individual interest or the interests of a few.
- Declare any 'conflicts of interest' as they arrive and act to ensure that these conflicts do not pose a risk to the club.
- Be open to feedback from members and respond appropriately.
- Act as a positive role model and represent the club in a professional manner.
- Adhere to the policies and procedures established by the club.
- Adhere to the legislative requirements of the club.
- Always look for opportunities for improved performance of the club operations and Board performance.
- Do not speak to the media about any aspect of the club without authority to do so.

I agree to abide by this code of conduct throughout my tenure on the Board.

Name:

Signature:

Date: