



Wellesbourne Bowls Club Code of Conduct

1. Introduction

- 1.1. Members will know that Wellesbourne Bowls Club has been built and developed over the years by its members for the benefit of members and for the advancement of the sport of bowling. It is the responsibility of everyone involved with the Club to ensure that it continues to develop and progress and that no person(s) is/are allowed to degrade or damage the property or interests of the Club or bring the Club or the sport of bowls into disrepute.
- 1.2. The Management Committee is a voluntary body elected by the membership and the Committee's commitment to the Club and its membership should be respected. It should be noted that Committee decisions are made for the benefit of the Club in general and not for the convenience of the Committee.
- 1.3. Being a member of Wellesbourne Bowls Club entitles and obligates you to certain rights and responsibilities, as it does other members, guests, visitors and the Club overall. Members of and visitors to the Club are required under this Code of Conduct to always behave in a way which upholds the values and good reputation of the Club, affiliated organisations and the game of bowls.

2. Members and Visitors have a right to:

- Be treated equitably and with respect.
- Participate in an environment free from all forms of harassment and discrimination.
- Have their privacy and confidentiality treated lawfully and with respect.
- Submit their views to the Committee provided this is done appropriately and respectfully in line with the Club's Constitution and procedures/policies.

3. Members and Visitors must:

- Treat everyone with respect, courtesy and without harassment. All members must respect the rights, (not to be harassed, discriminated or bullied) dignity and worth of all Club members regardless of age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Behave honestly and with integrity.
- Comply with the rules and follow all safety requirements and practices of the Club.
- Observe the rules and etiquette of the sport of bowls.
- Not use obscene, offensive language or gestures or behave in a disorderly manner.
- Refrain from behaviour that could offend or embarrass others.
- Maintain appropriate confidentiality about dealings that any person has with the Club.
- Not physically or verbally harass others (includes fight, argue, ridicule, threaten, stalk, etc.).
- Behave responsibly and not motivate or incite any person(s) to do or feel anything unpleasant or violent.
- Comply with any lawful and reasonable direction given by someone who has authority to give the direction.
- Not provide false or misleading information in response to a request for information that is made for official purposes in connection with the Club.
- Use the Club resources in an appropriate manner.
- At all times behave in a way that upholds the good reputation of the Club.

4. Members selected to play matches must:

- Adhere to and not challenge the decisions of the Club and Women's Captains in selecting teams and setting the playing positions, which they will do taking account of expertise and experience. It is recognised that match day captains (skips) will have the discretion to re-arrange playing positions on the day to reflect conditions and opponent tactics (to be done in consultation with the Club and Women's Captains if they are present).

5. Breaches of the Code of Conduct – Reporting and Resolution

- 5.1. The Club, through its Committee, reserves the right to make decisions and enforce fair and reasonable measures following a breach of the Code of Conduct.
- 5.2. Any breach of the Code of Conduct must be reported to the Committee who will fully investigate the matter in a calm, honest and dignified manner and every effort should be made by all concerned to maintain confidentiality. Reports can be made in writing or verbally to the Chair and/or Vice-Chair. In most cases, the investigation of breaches will follow the process in Bowls England Regulation 9.
- 5.3. If, following an investigation and having considered all relevant circumstances, it is concluded that a breach has occurred, then the Committee shall take what it deems to be appropriate action. This may include issuing a formal reprimand in writing, a temporary suspension of membership or fully revoking membership.
- 5.4. In the case of non-members, action may include a ban from club premises for a set period or for life.