



## Members Code of Conduct

### 1. BACKGROUND

Basingstoke Rugby Football Club ("BRFC" or "The Club") was established in 1948 and is a non-profit making, all-inclusive club, open to the entire community. One of its primary aims is *"to provide the best possible environment to facilitate all stakeholders to enjoy playing, watching, delivering and experiencing rugby and to ensure all players at the club, from U6's through to senior players, are given the best possible coaching, playing opportunities and experiences to enable them to play the best rugby possible"*.

This Code of Conduct forms an essential part of that aim alongside the Club Constitution which details the rules under which the Club is run and to which members are expected to adhere to.

### 2. PRINCIPLES

**ALL members shall uphold the good standing and reputation of BRFC at all times:**

- I. All members are expected to support the aims, vision and values of Basingstoke RFC and are bound to uphold standards prescribed in BRFC Policies and Practices.
- II. All members are expected to put the aims and good reputation of the Club before their personal interests and are not to make profits as a result of their activities in their BRFC role.

**Specifically, for Committee Members:**

- III. "Transparency, Respect, Unity, Support and Teamwork" will be primary Committee aims.
- IV. All Committee decisions shall be underpinned by the corporate values of BRFC: "collaboration and communication with colleagues and any stakeholders who may be significantly affected by the decision, allowing for consideration of any adjustments or cooperative compromise needed to facilitate the best possible outcomes for BRFC"

### 3. VALUES

**All members will respect and uphold the values of BRFC regarding:**

- I. Inclusiveness, recognising that diversity is strength and seeking to involve all members as active participants in the Club
- II. Responsiveness, strengthening the efforts of members to meet the Club's needs and make a difference.
- III. Respect, treating others as we expect to be treated, considering each individual's unique talents and operating in a spirit of cooperation.
- IV. Quality, striving for excellence in the delivery of our services and activities.
- V. Connectivity, working with others in our club, the wider community and with partners in the RFU to enhance community well-being.

**Committee members should further respect and uphold the following values:**

- VI. Accessibility, providing fair and open access to volunteer opportunities and support.
- VII. Forward looking, recognising the need for continual review and improvement.
- VIII. Impact focused, believing that success is measured by outcomes, and seeking to deliver results that benefit club members and stakeholders

## 4. GENERAL

### **All members are expected to:**

- I. Act within the Club's governing documents and the law, abide by the policies and procedures of the Club, and have knowledge of these and the contents of our Club's Constitution.
- II. Support the objectives, vision, mission and values of BRFC, championing it, using any skills or knowledge they have to further that mission and seeking expert advice where appropriate.

### **Committee members should:**

- III. Be active Committee Members as elected, making their skills, experience and knowledge available to BRFC.
- IV. Respect Club, Committee and individual confidentiality, while never using club or committee confidentiality as an excuse not to disclose matters that should be transparent and open. Individual confidentiality must always be respected.
- V. Develop and maintain a sound and up-to-date knowledge of BRFC and its environment. This will include an understanding of how BRFC operates, including the social, political and economic environment in which it operates and the nature and extent of its work.
- VI. Use BRFC's resources responsibly, and when ordering new items, do so in line with BRFC procedures.
- VII. Seek to be accountable for their actions as a Committee member of BRFC and submit to whatever scrutiny is appropriate.
- VIII. Accept the responsibility to ensure that BRFC is well run and to raise issues and questions in an appropriate and sensitive way to ensure that this is the case.

## 5. RELATIONS WITH OTHERS

### **ALL members will:**

- I. Endeavour to work considerably and respectfully with all those they come into contact with at BRFC, respect diversity, different roles and boundaries, and endeavour to avoid giving offence.
- II. Recognise that all volunteer roles and staff roles at BRFC are different and will seek to understand and respect the difference between these roles.
- III. Where they also undertake other volunteer roles with the organisation, will maintain the separation of their role as a Committee member and as a volunteer.
- IV. Seek to support and encourage all those they come into contact with at BRFC, in particular recognising their responsibility to support the chairperson and the Executive Committee.
- V. Not make public comments about the organisation unless authorised to do so. Any public comments they make about BRFC will be considered and in line with organisational policy, whether made as an individual or as a Committee member.
- VI. Not use social media to further their own ends or make comments derogatory to any other members of the Club and/or potentially damaging to the reputation of the Club, in accordance with our Social Media Policy.

## 6. MEETINGS

### **Committee members should:**

- I. Attend all appropriate meetings and other appointments at BRFC or give apologies. If they cannot regularly attend meetings, they will consider whether there are other ways they can engage with the club.
- II. Prepare fully for all meetings and work for the organisation. This will include reading papers, querying anything they do not understand, thinking through issues before meetings and completing any tasks assigned in the agreed time.
- III. Actively engage in discussion, debate and voting in meetings, contributing in a considered and constructive way, listening carefully, challenging sensitively and avoiding conflict.
- IV. Participate in collective decision-making, accept a majority decision of the Committee and will not act individually unless specifically authorised to do so.

## 7. GOVERNANCE

### **Committee members should:**

- I. Actively contribute towards improving the governance of the Committee, participating in induction and training where required and sharing ideas for improvement with the Committee.
- II. Help to identify good candidates for Committee membership where appropriate subject to the Constitution governing the election of such members.

Signed.....

Name.....

Date.....

Position.....