

Upper Hunter Team Penning

Appendix 3

CODE OF CONDUCT

November 2019 V3

Introduction:

The Code of Conduct applies to all financial members of Upper Hunter Team Penning (UHTP) while acting in their official and/or voluntary capacity. This Code of Conduct is intended to be the minimum standard for anyone who is a member of Upper Hunter Team Penning or involved by association in the sport it promotes.

The Principles:

The Code of Conduct is based on the following fundamental ethical principles:

1. Respect for the Law:

The UHTP members, in common with all citizens, are under the jurisdiction of the laws of the State and the Commonwealth and are obliged to observe such laws. Any illegal actions by members will be referred to the Police

2 Respect for all Persons:

The UHTP members are expected to treat members, Judges, trainers, officials and all members of UHTP and the community equitably with dignity and respect.

This involves, but is not limited to, the following:

- Tolerance of the views held by others
- Courtesy and responsiveness in dealing with others
- Fairness in supervising and dealing with other members
- Making decisions that are procedurally fair to all people according to the principles of natural justice
- Not discriminating on grounds such as gender, sexual orientation, race, ability, cultural background, religious status, marital status, age or political conviction
- An awareness and respect for cultural difference
- Engaging in rational debate allowing for alternative points of view to be expressed
- Not engaging in behaviour that might reasonably be perceived as harassment, bullying or intimidation

3 Integrity:

Members should be honest in carrying out their duties and avoid conflicts between their private interests and their UHTP responsibilities with respect to:

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- Personal relationships
- Financial relationships
- Receipt of gifts

- Use of confidential information obtained in the course of UHTP duties
- External activities and public comment

4 Diligence:

Members should carry out their duties in a professional and conscientious manner. This involves:

- Carrying out official decisions and policies faithfully and impartially according to club rules, policies and procedures
- Seeking to attain the highest possible standards of performance
- Exercising care for others in all activities
- Ensuring outside extraneous interests do not interfere with a member's official duties or responsibilities
- Adhering to professional codes of conduct where applicable
- Adopt appropriate and responsible behaviour in all interactions
- Members are encouraged to report fraud or corrupt conduct to an office bearing executive of UHTP and/or external authorities

5 Economy and Efficiency:

- Members should use the UHTP resources only for legitimate UHTP purposes unless they have permission from the committee
- Members should avoid waste and mistreatment of supplies and equipment
- Members should maintain adequate security over UHTP property, facilities and resources

6 Working with Children:

- UHTP is committed to ensuring that the safety, welfare and wellbeing of children are maintained at all times during their participation in activities run by UHTP. UHTP aims to promote a safe environment for all children and to assist all officials, coaches, members and volunteers to recognise child abuse and neglect and follow the appropriate notification procedures when reporting alleged abuse.
- The UHTP adheres to the government's Working with Children Check legislation and its relevant procedures
- UHTP will establish and maintain a Child Protection Policy for its members to follow as required. Further information can be obtained from the NSW Commission for Children and Young People website at kids.nsw.gov.au
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- All executive committee members, first aid officers and child protection officer (CPO) to complete working with children check.

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7 Conflict of Interest:

- Members must declare private interests which conflict or might reasonably be thought to conflict with your UHTP duties
- A conflict of interest may include, but is not limited to, an expressed personal value or belief, professional ethics, personal or professional relationships, financial or proprietary interests
- Where a conflict occurs between a member's private interest and UHTP duty the conflict should resolve in favour of the UHTP interest

8 Club Representation:

Members representing the club must do so in a positive manner

- UHTP rules procedures and guidelines must be adhered to as appropriate whilst representing UHTP

9 Treatment of Animals

- No member shall engage or be knowingly involved in cruelty to an animal whilst at a UHTP event or in a representative role.
- UHTP reserves the right to determine what constitutes animal cruelty.

10 Sportsmanship

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Display control and courtesy to all involved with the sport.
- Show appreciation for officials and administrators. Without them, you could not participate.
- Respect the decisions of officials and administrators in the conduct of the sport.
- Never ridicule or yell at a participant for making a mistake or losing a competition.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach others to do likewise.
- Reject the use of violence in any form, whether it is by spectators, officials or competitors.
- Respect the performances and efforts of all people.
- Encourage members to compete according to the rules and to settle disagreements without resorting to hostility or violence

11 CONDUCT OF A JUDGE:

At all times, whilst at a UHTP event or in a representative role, the Judge should be respectful, honest, unbiased and fair. They should have a good (thorough) understanding of the club rules and be able to interpret those rules in competition. The judge is to facilitate an enjoyable, fun environment in which members may participate, and to ensure this is done in a safe, fair and consistent manner.

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