

SRHP Club 'Code of Conduct and Behaviour'



Purpose

Following this code will help the Committee and Members to maintain the standard of behaviour expected of them and will reduce the possibility of misconduct and complaints.

Upholding this code of behaviour

The Committee and Members are expected to report any breaches of this code to any Committee Member or alternatively the Chairperson if it relates to a Committee Member.

Anybody who breaches this code of behaviour may be subject to an investigation. Any breach of the code involving a member may result in them being asked to leave the Committee. Serious breaches may also result in a referral being made to the Kennel Club or other appropriate organisation.

The role of the Committee and Members

When working with or for the Committee, we are acting in a position of trust. It is important that we are aware that we may be seen as role models, and therefore must always act in an appropriate manner. It is important to:

- **operate** within the Committee's principles, guidance and specific procedures;
- **follow** the procedures at all times;
- be **responsible** and **accountable** in the way we perform your role;
- be **fair**, and treat everyone with **respect** and **dignity** in accordance with equality and diversity values;
- **communicate** with others in an **open, respectful and sensitive** way whether in person, by phone, writing or digital media
- **ensure** any contact with the Committee, members or the general public is **appropriate** in relation to Committee business;
- always **ensure** language is appropriate and **not offensive or discriminatory**;
- be a **good role model** and provide examples of good conduct that we wish others to follow;
- **challenge** unacceptable behaviour and report all allegations/suspensions of bullying;
- **respect** other's right to **personal privacy** and recognise the importance of confidentiality in relation to Committee business;
- **encourage** others to feel comfortable and caring and point out inappropriate attitudes or behaviour.

We must not:

- patronise or treat the Committee or Members as if they are silly;
- allow allegations to go un-reported;
- use the services of the Committee in a way that represents a serious breach of trust under any circumstances;
- act in a way that can be perceived as threatening or intrusive.

Ratified by Committee 30/08/24

The Committee and members have the right to:

- support in the reporting suspected abuse or poor practice;
- fair and equitable treatment;
- be protected from abuse by other members of the committee or the general public;

Any minor misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the officers on the Committee. If the misdemeanour involves an Officer, then it should be reported to the Chair. Serious or persistent breaches of the code will result in disciplinary action and could lead to dismissal from the Committee or membership.

The role of members and participants in our events:

This code of behaviour has been written to help encourage us to behave in an appropriate way to ensure that we all can participate in events and **enjoy our dogs**. However, there is also a need for all of us to take responsibility for our own behaviour, if it upsets or puts others at risk. Therefore, there is an expectation that we will all uphold the values expressed below:

- **operate** within the Committee's principles and **follow** the relevant guidance and specific procedures;
- be **responsible** and **accountable** in the way we behave;
- treat everyone with **respect** and **dignity**;
- **communicate** with others in an **open, respectful and sensitive** way whether in person, by phone, writing or digital media;
- **ensure** any contact with others is **appropriate** and **ensure** our language is appropriate, and **not offensive or discriminatory**;
- be a **good role model** and **respect** other's right to **personal privacy**.

You must not:

- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to others;
- act in a way that can be perceived as threatening or intrusive.

The Committee welcomes and encourages member involvement. Members are regarded as valuable partners in promoting positive behaviour and will be involved as appropriate. However, in the event of being subject to behaviour sanctions, they will be informed and involved, but ultimately may be asked to remove themselves from Committee