

Code of Conduct for Haste Hill Golf Club Adult Participants

Haste Hill Golf Club is committed to promoting a safe and positive environment for all those participating, working and volunteering in the sport of golf.

To help us achieve this aim, all volunteers working on behalf of Haste Hill Golf Club are required to comply with the Code of Conduct and adhere to these Haste Hill Golf Club core values at all times:

- Be Inclusive – welcoming and enabling everyone to be involved with golf in England
- Be Honest – acting with integrity, trust, fairness, reliability and transparency
- Be Supportive – working together to make golf better for everyone, inspiring people to achieve their goals
- Be Excellent – continuously improving, exceeding expectations and setting high standards
- Be Responsible – being personally accountable and passionate about driving a strong future for golf.

We recognise that employees, volunteers and contractors involved in sport have a great opportunity to be a positive role model and help build an individual's confidence and performance.

As a Haste Hill Golf Club participant, you have the right to:

- Be safe, and protected from harm, in an environment free from bullying, fear and harassment.
- Be respected, treated fairly and listened to.
- Enjoy the sport as you develop and achieve.
- Ask for help when something is not right.
- Report concerns to a Haste Hill Golf Club representative.
- Report concerns anonymously via our Whistleblowing procedure.
- Expect any concerns to be taken seriously and acted upon.

As an adult participant, Haste Hill Golf Club expect you to respect:

- The rules, regulations and requirements of golf, including, but not limited to any competitions in which you participate either directly or indirectly.
- The rights, dignity and worth of all people involved in golf, regardless of race, age, sex, gender reassignment, sexuality, religion or belief, marriage and civil partnership, disability, pregnancy or maternity or background.
- The rights, dignity and worth of Children, Young People and Adults at Risk, ensuring that you are aware of safeguarding best practice guidelines when interacting with others.
- The reputations of Haste Hill Golf Club, participants, and the sport – You will not publicly make comments about other participants, coaches, officials or Haste Hill Golf Club volunteers that could unjustly damage their reputation.
- The position you hold within the sport, conducting and dressing yourself in the appropriate manner.

- The confidentiality and sensitivities regarding personal information you are privy to.
- Haste Hill Golf Club Official, accepting their decisions.

In line with Haste Hill Golf Club core values, you will:

- Display high standards of behaviour, punctuality, attendance and appearance at all times, as an ambassador for the Haste Hill Golf Club and the sport
- Recognise that individuals bring different qualities and attributes, but that together WE will excel.
- Always consider the safety and wellbeing of other participants before performance and results.
- Welcome/cooperate with other participants, spectators and volunteers.
- Report all concerns, inappropriate behaviours (or behaviour that falls below the standard set out in this Code of Conduct) to the National Welfare Officer (07808 314682), or any member of the England Golf Safeguarding Team (01526 351856 / safeguarding@englandgolf.org). In the event that you are unable to contact anyone on the above, please call 01526 354500.
- Ensure that everyone has the opportunity to participate in a fair and honest environment by rejecting cheating, abiding by the Anti-Doping policies and not taking illegal substances.
- Act responsibly and appropriately when consuming alcohol or other legal substances.
- Control your temper; you understand that verbal, emotional and physical abuse of any player, official, coach, or spectator is not acceptable or permissible behaviour.
- Display modesty in victory and graciousness in defeat; be sporting – win or lose.
- Observe safe practices during virtual sessions, by following the relevant guidance in the England Golf Safeguarding Children and Young People Policy.
- Communicate appropriately with young people in golf by following the best practice outlined in the England Golf Social Media Guide.
- Promote the positive aspects of golf to help others achieve their potential.
- Recognise the achievements of others and applaud their successes.
- Challenge and report any form of discrimination and prejudice observed.
- Enjoy the game and ensure others can also enjoy it.

You recognise individuals participate in Golf to achieve, continually improve and have fun, and therefore will NOT:

- Engage in bullying, harassment, discrimination, physical violence or use of inappropriate or abusive language – neither will you ignore these behaviours in others.
- Engage in anti-social behaviour or discriminative abuse which could include, but is not limited to, racism, sexism, antisemitic, Islamophobic, homophobic or transphobic.
- Form inappropriate relationships with junior players.
- Use social media to make inappropriate comments about a player, coach. Official, volunteer, or member of England golf staff.

- Argue with an official or participant during or after play.
- Deliberately distract or provoke another participant, coach or official.
- Use foul language, tell lies or gossip about others.
- Behave in such a way – either in person or online – so as to bring the Haste Hill Golf Club, or the sport, into disrepute.

The commitments outlined within this Policy are in line with the following legislation and definition of discrimination

- Equality Act 2010. The Equality Act 2010 provides protection from discrimination in relation to certain “Protected Characteristics”, namely:
 - Age
 - Disability
 - Sex
 - Sexual Orientation
 - Race
 - Religion or Belief
 - Marriage and Civil Partnership
 - Gender Reassignment
- Pregnancy and Maternity
- Rehabilitation of Offenders Act 1974
- Protection from Harassment Act 1997
- Employment Act 2002
- Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Human Rights Act 1998.

Discrimination can take many guises including verbal, physical, and online. It may not always be obvious, and it is therefore necessary that people be made aware of the different types of discrimination and the impact of actions:

1. Direct discrimination is where someone is treated less favourably than another person because of a Protected Characteristic. This could take the form of discrimination by association where direct discrimination is against someone because they are associated with another person who possesses a Protected Characteristic or by perception.
2. Indirect Discrimination occurs where the effect of certain provisions, criteria or practices imposed by an organisation has a disproportionate adverse impact on a certain group and cannot be justified.
3. In relation to the Protected Characteristic of disability, unfavourable treatment which is because of something arising in consequence of someone’s disability is also unlawful unless it can be appropriately justified.
4. Harassment includes sexual harassment and other unwanted conduct related to a Protected Characteristic which has the purpose or effect of violating someone’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the individual. In determining, the perception of the complainant will be taken into account.
5. Victimisation is where someone is treated unfavourably because they are known, or suspected to have done, or intend to do, one of certain protected acts, such as bringing

discrimination proceedings, making related allegations, or giving evidence in relation such things.

6. Bullying includes behaviour that is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate, or injure and can include references or inferences relating to Protected Characteristics.