



BRIMFIELD AND LITTLE HEREFORD BOWLING CLUB

www.brimfieldandlittleherefordbc.co.uk

PRESIDENT: Mrs Helen Skinner

CHAIR: Mr Peter Bloomer

26th October 2024

Code of conduct

The aim of this Code of Conduct is to provide an enjoyable, comfortable, safe and rewarding environment for all people associated with the club. It applies equally to members and their guests, including players from other clubs visiting the club for social or other competitions.

It is expected that members and visitors of the club will at all times:

- ❖ *Be friendly, courteous and respectful towards other members, visitors and staff;*
- ❖ *Respect teammates, opponents, officials and the rules of the game;*
- ❖ *Refrain from behaviour that would bring the game or the club into disrepute;*
- ❖ *Refrain from behaviour that could offend or embarrass others;*
- ❖ *Behave in non-violent and non-abusive ways;*
- ❖ *Respect the positions of office bearers, committee members and volunteers of the club;*
- ❖ *Treat the property and facilities of the club with respect;*
- ❖ *Contribute positively to the sporting and social activities of the club.*

Conduct is a matter of concern to all members – poor conduct has a negative impact, and can be harmful and destructive to the club. It is the responsibility of all members to ensure that their behaviour is appropriate at all times.

If a member is offensive or abusive, responding in the same manner will also be considered a breach of the Code of Conduct. The only reasonable and acceptable response is to not engage in a negative behaviour. It is acceptable to report the concern/matter to the Committee to be investigated under breaches of the Code of Conduct.

Any member representing the club must not engage in conduct which is violent, aggressive, inappropriate or prejudicial to the interests of the club.

A member representing the club, for the purposes of this rule, is defined as anyone who:

- *Is wearing club uniform or any items of uniform that identifies them as a member of the Club;*
- *Represents the club in any bowls event;*
- *Participates in any bowls event at our club or at another club, or attends such event(s) as a spectator.*

Bowlers will show respect to their team mates, and opponents, and play the game of bowls to the highest degree of sportsmanship and honesty.

Any member who has indicated his availability to represent the club in any organized competitions must play in the position(s) and team(s) they are selected in by the club's selectors.

Members, visitors and guests of the club have a right to:

- *be respected and treated as individuals at all times;*
- *be communicated with in a respectful and caring manner;*

- *receive support for their individual needs (within reason);*
- *participate in our sport without fear or harassment;*
- *challenge discrimination in whatever form it takes;*
- *enjoy an environment free of discrimination on the grounds of age, disability, gender, race, religion, belief, sexual orientation, pregnancy or maternity;*
- *enjoy an environment free of sexual harassment, sexual abuse or any behaviour that could be construed as abuse;*
- *be treated in accordance with Bowls England's Codes, Rules and Regulations;*
- *make a complaint, to be heard, and to have their complaint acted upon by following Regulation 9 within the Club environments;*
- *have their privacy and confidentiality protected.*

Members may submit their views or concerns to the Bowling Club Executive Committee in person or in writing.

The Committee will investigate and deal with concerns in a timely manner. They will advise all concerned parties of their decision, which will close the matter.

It is the responsibility of ALL members to ensure that visitors to the Club are aware of these rules

- *Spectators on the surrounds of the green will conduct themselves in a manner that ensures that bowlers are not distracted.*
- *Members, visitors and guests will ensure that the comfort of other patrons is not unreasonably disturbed.*
- *Members, visitors and guests will respect other patrons and will conduct themselves in a manner that will not cause offense.*
- *There is strictly **NO smoking or vaping** on the Green OR around the Green i.e. past the Gate to the Green.*
- *Members, visitors and guests will consume alcohol responsibly and will accept any staff or licensee decision to discontinue the serving of alcohol without complaint.*
- *There is strictly **NO drinking on the Green** at any time.*

Definitions of Misconduct

For the purposes of this Code of Conduct, the definition of 'misconduct' shall include, but shall not be restricted to:

- *Physical abuse - Deliberately hurting, harassing or injuring someone, and/or physically abusing the environment or equipment, including any violent, indecent, disorderly, threatening, intimidating or offensive behaviour at any time or place*
- *Verbal abuse - Words or behaviours used to manipulate, intimidate, harass or control someone*
- *Written abuse - To intimidate, harass or bully in written format, for example on social media*
- *Offensive language – The use of any profane, indecent, or improper language*
- *Drunkenness – The consumption and enjoyment of alcohol will be subject to our responsible drinking policy. Bar staff will refuse service if an attendee appears to be inebriated. Any offensive or unruly behaviour will result in individuals/whole group being asked to leave the venue.*
- *Breaches of Bowls England Regulations/Policies including but not limited to Anti-Doping; Disciplinary; Equality, Diversity and Inclusion (EDI); Safeguarding Policy and Slow Play*
- *Breach of the current Laws of the Sport of Bowls e.g. Unfair play; deliberately losing or attempting to lose any match; Cheating; Harassment; Sexual, religious, disability or racial harassment*

- *Criminal offences - Theft; fraud, deceit, deception or dishonesty*
- *Smoking and Vaping in areas other than permitted*
- *Littering*

Breaches of this Code of Conduct are to be reported to any member of the Bowls Committee. Any breach of the Code of Conduct will be resolved calmly, with honesty, dignity, and as far as possible confidentiality will be maintained.

Should anyone be deemed to have breached the Code of Conduct, following receipt of a formal complaint, sanctions may apply immediately.

Potential sanctions include:

- Verbal warning;
- Written warning;
- Removal from venue (for one or more days);
- Exclusion from current event;
- Temporary suspension of membership pending formal disciplinary process in accordance with Bowls England Regulation 9

Where and when required, the Chair of the Bowls Executive Committee or a Disciplinary Committee appointed by the Chair of the Bowls Executive Committee, has the right to make decisions, and enforce fair and appropriate sanctions, to resolve a breach of the Code of Conduct (as per Bowls England Regulation 9).

Any reported breach of the Code of Conduct will be investigated, discussed and dealt with by the Bowls Committee or by a Disciplinary Committee appointed by the Bowls Committee, by imposing either a reprimand, suspension, or revoking of club membership. In the case of non-club members, the Bowls Committee may consider a ban from the club for a set period of time or for life.

Respect the ethos of fairness in bowls ...

**the concepts of friendship, respect for others
and always participating with the right spirit.'**

Holsworthy BC