

Iminster Sports Club Limited

Code of Ethics & Conduct

This Code of Ethics and Conduct explains the standards of behaviour that Iminster Sports Club Limited expects from all our members and users while participating within the structure of the centres activities. The Code cannot foresee every situation that might arise. Rather, it identifies guiding principles to help you make decisions consistent with the Club's aims and objectives.

When promoting ethical behaviour, everyone benefits. Being honest, forthright and consistent in our dealing with others fosters a positive social and sporting environment. A club that prides itself on integrity inspires confidence in our members, users and the wider community. From time to time, changes in the administration context or regulatory environment create a need for new guidelines.

As a result, the printed version of the Code is subject to change without notice. Any updates will be brought to the attention of all members and users of the Centre by the most expeditious and practical method -.

Who must follow the Code

This code applies at all times, without exception, to all members and executive members and users. Partners, as well as third parties, are also expected to adhere to the Code when dealing with or acting on behalf of the Club.

Our Responsibilities

As a member you are expected to:

1. Assume personal responsibility for performing your obligations to the centre with fairness and integrity;
2. Agree to do your part to achieve the club's objectives to the best of your abilities, while making decisions consistent with the Code, and without compromise;
3. Have a basic understanding of the Code and review it from time to time; and
4. Consult with your executive if you have any questions about the Code.

Executive

The responsibilities of the executive include and go beyond those of other members. As a member of the executive or Iminster Town FC sub-committee, managers including sports coaches, you are expected to:

1. Know the code in detail and actively promote it within the centre's boundaries;
2. Lead by providing a model of high standards of ethical conduct, creating an environment reflecting the content and spirit of the Code;
3. Be vigilant in preventing, detecting and responding to any violations of the Code;
4. Protect those who report violations.

Ilminster Sports Club Limited

All club policies, including this Code, stem from our Core Values. These common values must therefore inspire all actions and decisions and provide a benchmark for everyone.

Our Core Values are:

Integrity

We behave with integrity and in an ethical manner in everything we do and say, thereby earning and maintaining the trust and respect of our colleagues and the local communities in and around Ilminster.

Commitment to Excellence

Our commitment is to demonstrate excellence in all spheres of our activities and in our interactions with our colleagues, social activities and communities. We commit to exercising judgement, professionalism, rigour, self-discipline, perseverance and above all community spirit.

Membership Practices

The Club treats all members and users fairly, ethically, respectfully and with dignity. We offer equal opportunities without regard to any distinctions based within applicable age, gender, sexual orientation, disability, race, religion, citizenship, marital status and family situation.

Harassment & Personal Security

The club policies protect members and users from harassment, bullying and victimization within the boundary of the Centre, including all forms of sexual, physical and psychological abuse. As a member or user, you are entitled to, and expected to preserve, a positive, harmonious and professional environment.

Health & Safety

Members and users are expected to comply with all applicable laws and regulations. We adopt standards, procedures, contingency measures to ensure that our operations are managed safely, and wherever possible ecologically and in a sustainable way.

To protect their own safety as well as that of their colleagues and communities, members and users undertake not to participate in their area of expertise under the influence of any substance that could impair their judgement or interfere with the effective and responsible performance of their duties.

Centre Property

Centre and club property should be used for legitimate purposes. Members and users are expected to take good care of the Club and Centre's property and not to expose it to loss, damage, misuse or theft.

Club Records

Club records are complete, fair and accurate. Supported by the companies systems of internal controls, they reflect all assets, liabilities, transactions and events and conform to the required accounting principles.

Communications

As a member or user you should be truthful and straightforward in your dealings and not intentionally mislead colleagues, partners and third parties. Use appropriate, professional language, both in written documents and public conversations, whilst on the centre premises including on any of the respective fields of play.

Confidential Information

Confidential information is information belonging to the club that is not subject to public disclosure. Confidential information encompasses information produced by the club or obtained in confidence from a third party and covered by a non-disclosure agreement. Do not divulge confidential information to anyone other than the person or persons for whom it was intended, unless authorized or legally required to do so. Members and users agree to maintain such confidentiality at all times, even after leaving or retiring as a centre member.

Conflict of Interest

Avoid conflict of interest, whether real or perceived, in the performance of your duties. A conflict of interest is considered to be any situation or arrangement where your personal activities or interests conflict with your membership responsibilities.

Your actions must never lead to personal gain to the detriment of the companies stated aims, objectives and interests.

Relationship with Partners and Third Parties

Club partners and third parties must know and agree to comply with the Code.

All agreements with partners and third parties must be in writing and must specify the goods and services to be provided and the fees to be paid. Such agreements must be in line with reasonable competitive and market practices, the principles established in the Code and relevant club policies.

Competition

Centre members, clubs, organisations, users and partners and third parties must never employ unethical or legal practices to collect competitive intelligence.

Who to Contact

If you have questions, need guidance or have grounds to believe that a provision of this Code has been breached, or that you may have breached the Code, you should promptly speak to one of the following:

The Manager, Ilminster Sports Club Limited
A Director of Ilminster Sports Club Limited

Club Registration Number 9473005
Registered Address: 1 Cornhill, Ilminster TA19 0AD

