

England Athletics **Regional Council Code of Conduct**

All regular attendees must sign up to this Code as a condition of appointment and shall adhere to it whilst remaining as an attendee.

Definition of terms

Code	This Code of Conduct
Council	The Regional Council as defined in the Articles of England Athletics
Disciplinary Policy	The EA Disciplinary Policy then in force
EA	England Athletics
Members	Elected members, Regional Chairs, Co-opted members
Attendees	including external Observers

Personal Standards

- Attendees will be present and engaged in meeting discussions, put forward well thought through perspectives and not be afraid to contribute to a healthy debate, in a respectful manner.
- Attendees will treat other attendees, staff and volunteers with courtesy and respect and respect the role that they undertake.
- Attendees will remain aware of how their attitude and behaviours affect others so should not behave in a discriminatory, derogatory, bullying or demeaning way.
- Attendees will not use any forms of social media or other communication as a platform to discriminate, bully or harass anyone, including other council members, EA staff or volunteers.
- Members and attendees will not bring England Athletics into disrepute and Members will promote the work England Athletics is undertaking.

Professional Requirements

- Members shall act on a fully informed basis in good faith with due diligence and care, acting in the best interests of EA, their Region, constituent Counties, clubs and affiliated bodies, not driven purely by any personal view, constituency or interest group.
- Members must act at all times, in the best interests of the organisation, as well as acting with inclusivity, integrity, in an ethical manner. Due consideration should always be given to the interests of staff and stakeholder groups and the impact that any action or behaviour may cause them.
- Members will provide any member of EA staff and/or volunteers with such assistance as they may reasonably request, in a timely manner. If called upon, members shall cooperate fully with any external review.

4. Members are expected to conduct open and informed discussions, ensuring all reasonable opinions and views are aired and given due consideration while respecting the views of others. These debates, associated minutes and papers, are confidential to the meeting in which they take place and are not for discussion with any third parties unless specifically agreed by the Council.
5. Members are expected to fully support the decisions of the Council and Board, once made, and to reflect only the collective decision to any third party. Should the exceptional position arise that a Member is unable to actively support any decision of the Council or Board, will resign their position as a Member.
6. Members should make every effort to attend all meetings of the Council. If, however, for a good reason, they are not able to attend they should make every effort to ensure they review the meeting papers and feed their views and comments to the Chair of the meeting.
7. Members shall ensure that they inform the Chair of any meeting, as soon as they become aware that they have any conflict of interest or any other interest that may have the potential to conflict with their duties as a Member. The Chair shall then determine, with the support of the Council how such conflict should be addressed.
8. Any breaches of this Code will be dealt with via reference to the Council Disciplinary Policy. Notwithstanding any proceedings or sanction arising with reference to the Disciplinary Policy, in the event of serious or persistent breaches of this Code, Council may decide by unanimous vote of the remaining Members to suspend or require the resignation of the Member in breach.

Acknowledged and agreed by (name)

Signed:

Date.....

Approved by England Council and the Board September 2024
Minor amendments approved by Board (May 2025) and England Council (July 2025)