

## **England Athletics** **Regional Council Code of Conduct**

All members must sign up to this Code as a condition of appointment and shall adhere to it whilst remaining as a Member.

### **Definition of terms**

<b>Code</b>	This Code of Conduct
<b>Council</b>	The Regional Council as defined in the Articles of England Athletics
<b>Disciplinary Policy</b>	The EA Disciplinary Policy then in force
<b>EA</b>	England Athletics
<b>Members</b>	Council members, including Regional Chairs and designated substitutes

### **Personal Standards**

1. Members 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.
2. As a member of England Athletics Regional Council, members will treat other council members, staff and volunteers with courtesy and respect and respect the role that they undertake.
3. Members will remain aware of how their attitude and behaviours affect others so should not behave in a discriminatory, derogatory, bullying or demeaning way.
4. Members 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.
5. Members will not bring England Athletics into disrepute and will promote the work England Athletics is undertaking.

### **Professional Requirements**

1. 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.
2. 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.
3. 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.
- 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.....**

Reviewed by the Board: 23 May 2024  
Approved by England Council: July 2024  
Approved by the Board September 2024