

## 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) of which the signatory is a Member
<b>Disciplinary Policy</b>	The EA Disciplinary Policy then in force
<b>EA</b>	England Athletics
<b>Members</b>	Council members, including elected and co-opted members.

### Undertakings

1. Members shall carry out any duties delegated to them by the EA Board or National Council in accordance with the EA Articles, its codes and policies, in each case in force from time to time.
2. Members shall devote sufficient time and energy to their responsibilities in order that they are fully prepared for, and able to participate in, Council meetings.
3. 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 regardless of any constituency or interest group. Due consideration should always be given by Members to the interests of staff and stakeholder groups.
4. Members will act with probity and prudence, complying at all times with the EA Articles, codes and policies then in force, and confirm, to the best of their knowledge, that they are not currently in breach of any of these.
5. Members will ensure that they have a clear understanding of the scope of their authority and shall act within this.
6. Members will, always act in accordance with established good practice and seek to improve all aspects of the operation of the Council.
7. Members must conduct themselves, and be seen to conduct themselves, to the highest professional and ethical standards. This includes their use of social media and other forms of communication. Members shall treat staff and volunteers with courtesy and respect at all times and provide them with such assistance as they may reasonably request. If called upon, Members shall cooperate fully with any external review.
8. Members are expected to conduct full and frank debates, ensuring all reasonable opinions and views are aired and given due consideration while respecting the views of others. Debates that take place in a closed session of the Council 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.
9. Minutes of Council meetings, meeting papers and agendas for meetings held in a closed session are confidential to Members as are any other documents which are provided, presentations which are given etc. unless otherwise notified. These items shall be circulated in advance on a timely basis for use within the meeting to which they pertain. Minutes/outcomes of meetings will be published as appropriate.
10. 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.

11. The primary function of the Council is to act as a consultative body, reflecting the views of clubs, affiliated bodies, athletes, officials, coaches and other volunteers. When performing this role, the full range of views will be made available to the National Council. On other matters, Members are responsible for reaching joint decisions (even if a vote is needed to finalise a matter). All Members are jointly responsible for those decisions. Members are expected to fully support the decisions of the Council, National Council and Board, once made, and to reflect only the agreed position to any third party.
12. Should the exceptional position arise that a Member is unable to actively support any decision of Council, National Council or Board, they must remain silent on the matter with third parties or if unable to do so, resign their position as a Member.
13. 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. If a Member is absent without the permission of the Council from all its meetings held within a period of six months without good reason the Council may decide that their membership has lapsed.
14. Any breaches of this Code will be dealt with via reference to the 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 National Council: 25 November 2020**