

CODE OF CONDUCT

Edgehill Gliding Centre Code Of Conduct

Edgehill Gliding Centre Limited ('the Club') believes that Club members, their guests and visitors to the club are entitled to expect courtesy, consideration and to be able to operate within a culture of safety. The development and maintenance of such a safety culture relies on everyone being able to trust one another, and for each person to show consideration and to have a duty of care for fellow participants. To this end, the Board of Directors expects certain minimum standards of behaviour from Club members, their guests and visitors to the Club. This includes a responsibility for all Club members, their guests and visitors, to bring to the attention of any Club official, any situation which is believed to constitute a hazard, so that adequate mitigation can be applied, or risk of exposure to the hazard can be removed.

All Members of Edgehill Gliding Centre are entitled to freely enjoy their membership of the Club and the following Code of Conduct is there to ensure that all those associated with the club can do so in a cooperative and friendly environment.

- You are entitled to be treated with courtesy and respect at all times and conversely you must treat all other members and staff with courtesy and respect. You do not have to like every other member, but you do have to treat every other member with respect.
- All members are deemed to be equal. This is irrespective of the length of time the member has been associated with the club. All members have exactly the same rights and responsibilities.
- Please bring a tolerant approach to your membership. Please be aware of the impact your behaviour is having on your fellow members and be prepared to moderate your behaviour.
- No one should act in a negative or destructive manner towards the club, its members, or club property. This does not preclude fair and reasonable comment, appropriately and fairly expressed. Use of any social media platform for the dissemination of negative, destructive or aggressive comment or action will be always deemed highly inappropriate and will result in disciplinary procedures being taken.
- Edgehill Gliding Centre **has a zero tolerance policy for all inappropriate behaviour.**
- If you experience or witness any of the following behaviour at the club, on websites or on social media, please report the incident in writing, as soon as possible, but within no more than seven days, to the Chairman of the Board of Directors:
 - Racism, Sexism, Sexual Harassment, Abuse (Verbal or Physical), Intolerance of a person's religion, gender identity, or sexual orientation
 - Behaviour that disturbs the enjoyment of any club activity for other people
 - Any other actions deemed to be intentionally hurtful, harmful, threatening or inappropriate.

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- Illegal substances will not be allowed on the premises at any time and anyone found to be under the influence, or in possession, of these substances will be asked to leave the premises immediately, and may subsequently be subject to disciplinary action.

Cockpit Culture

Safety is paramount in gliding, and all club members must contribute to a culture that promotes safety, both in the air and on the airfield. Open communication is essential, and we encourage any member who has concerns about standards of any other member's flying, or operation of the airfield, to voice that concern. It does not matter if the other party is a more experienced pilot, an instructor, or a senior instructor.

There are occasions on which even the best pilots will have lapses in their standards of flying, and giving them objective feedback on those lapses keeps safety standards high. If someone gives you such feedback, do not become defensive or aggressive. The other members have your best interests at heart.

Disciplinary Procedure

The Directors have the right to suspend or withdraw the membership of any member whose conduct, whether on the Club premises or elsewhere, is considered by the Directors to be detrimental to the best interests of the Club, its reputation or in violation of the Edgehill Gliding Centre Code of Conduct, in accordance with the EGC Articles of Association.

Confidentiality

All members shall be entitled to the rights of confidentiality in respect of any complaint made by them or against them and including any actions that may be taken by the club and/or its Directors.

As a member, I will:

- Treat all children and young people with respect and dignity.
- Ensure that their welfare and safety is paramount at all times.
- Develop an appropriate working relationship with junior members, based on mutual trust and respect.
- Never force another participant to carry out a task for which they are not suitably qualified
- Always act in a professional way and not accept bullying, swearing or other disruptive behaviour.
- Follow all guidelines laid down by the BGA and the Club.
- Demonstrate and encourage good airmanship, promoting the positive aspects of the sport and the laws and rules governing gliding and safe behaviour around aircraft and airfields.

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- Encourage participants to value their performances, not just results.
- Never condone rule violations.
- Never condone the use of prohibited substances.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Hold appropriate valid qualifications and insurance cover (if not covered by relevant club or BGA policies).
- Liaise openly with parents and carers, if necessary
- Listen to and act upon any disclosures / allegations / concerns of child abuse as per the club's child protection policy and any other relevant policies
- Attend BGA recommended child protection training, if required by the club's child protection policy and any other relevant policies
- Be familiar with the club's emergency procedures to enable me to respond appropriately to an incident or accident
- Read the Edgehill Gliding Centre Equality and Diversity Policy

Any violation of the Code of Conduct should be reported to the Board of Directors and may result in a written letter of warning, the suspension or termination of membership.

This policy will be reviewed every three years, but may be reviewed sooner, should the Directors deem it is necessary.