



CODE OF CONDUCT

This Code of Conduct highlights the expectations of Stornoway Golf Club in relation to the attitude and behaviour of staff, members, guests, and visitors.

All our staff, members, guests and visitors have the right to be treated with dignity and respect at all times. Reciprocally, it is expected that everyone will positively and continually always support this Code of Conduct, in all contexts and anywhere on the Club's premises. Furthermore, it is also an expectation that, at all times, all Committee members will display the professional standards of behaviour required of an employer.

Code of Conduct

Stornoway Golf Club staff, members, guests, and visitors are to:

- Respect the rights, dignity and worth of every person.
- Help create an environment where everyone has an equal opportunity to participate, speak openly and be at ease.
- Help create and maintain an environment free of bullying, fear and harassment.
- Avoid engaging in any behaviour that constitutes any form of abuse (verbal, physical, sexual, emotional, neglect or bullying).
- Avoid engaging in any behaviour that constitutes any form of discrimination.
- Avoid publicly criticising or engaging in demeaning descriptions of others.
- Challenge any form of discrimination or prejudice.

Reporting Procedure

- Any alleged or perceived violation of this Code should be reported immediately to the Trustee's or any member of the Club Committee.
- Within 24 hours, a report of the incident should be submitted in writing by email or letter to the Trustee's or any member of the Club Committee.
- Should the incident relate to a child, the Safeguarding officer (SO) must also be informed, without delay, by the Trustee's or any member of the Club Committee.

The Club Committee undertake to investigate any such allegation promptly, and take appropriate action based on the findings of that investigation. The sanctions open to the Club Committee include suspension or termination of membership, and a formal interview, depending on the conclusion of the investigatory process.