



Strathmore Community Rugby Trust

Inchmacoble, Forfar, Angus, DD8 1RL

Code of Conduct

The Trust has three underlying objectives in which this code of conduct is based. These are enjoyment, development and community. To achieve the aforementioned, we must continue to engage everyone in Trust activities and provide them with an enjoyable and stimulating experience. Everyone must conduct themselves in an honest, fair, impartial and transparent manner. Our code of conduct is applicable to all aspects of the Trust.

I recognise that individuals participate in the Trusts activities for enjoyment and to have fun, therefore I will:

- Recognise the achievements of others and applaud their successes.
- Endeavor to ensure that all involved in the Trust and Trust activities optimise their potential by promoting the positive aspects of the Trust and never condoning the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.
- Not impinge on others enjoyment of the Trust activities or my performance by consuming alcoholic drinks, smoke or vape immediately prior or while participating in Trust activities or while safeguarding children, young people or vulnerable adults
- Ensure that everyone has the opportunity to participant in a fair, honest environment by rejecting cheating and not taking illegal substances immediately prior to or while participating in Trust activities.
- Display modesty in victory and graciousness in defeat; always be sporting and acknowledge other participants and officials at the end of activities.
- Never argue with an official or participant during activities and listen to and cooperate with officials' decisions.
- Control my temper; I understand that verbal, emotional and physical abuse of participants, coaches, volunteers or spectators is not acceptable or permitted behaviour.
- Enjoy the game and ensure others can also enjoy it.

In order to promote development, I will respect:

- The rules, regulations and requirements of the Trust
- The rights, dignity and worth of Children, Young People and Adults at Risk and ensure that I am aware of the Safeguarding best practice guidelines and procedures when interacting with them.
- Confidentiality and the sensitivities of information I hold on other individuals.
- The position I hold within the Trust and conduct myself in an appropriate manner.
- The need to be on time, dressed appropriately and ready to contribute in a positive manner.
- The need for sessions to be set up and ready for participation.

Strathmore Community Rugby Trust
Registered Scottish Charity: SC047475

Email: - info@strathmoretrust.co.uk Website:- www.strathmoretrust.co.uk



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To promote the Trusts community, I will:

- Respect the rights, dignity and worth of all people involved in the Trust and Trust activities, regardless of protected characteristics (age, disability, gender reassignment, marriage, and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation)
- Respect the Trusts and individual's reputation and not take any action or make inappropriate comments about a fellow participant, coach, volunteer or Trustee that will bring the Trust or those associated into disrepute, including making comments on social media.
- Respect and recognise that individuals bring different qualities and attributes, but we are all members of the same community.
- Welcome new members, volunteers and cooperate with participants, coaches and Trustees.

Any behaviour deemed to be a serious breach of the above behaviours should be reported to a Strathmore Community Rugby Trust official. All complaints and concerns will be recorded confidentially and be reviewed by the Community Trust Manager or Chairperson (or another suitable Trustee) along with two other Trustees. A recommendation on any action required will be made to the Board of Trustees and a record maintained on the action taken.



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Trustee Code of Conduct

This Code sets out the standards of behaviour expected of Trustees of Strathmore Community Rugby Trust's Board of Trustees. It aims to ensure that all Trustees observe the highest standards of propriety and act in the best interests of the Trust at all times.

It is the responsibility of Strathmore Community Rugby Trust Trustees to:

1. Uphold the law and act in accordance with the law and the public trust placed in you.
2. Respect each other, members of staff and others they come into contact with when working in their role.
3. Act in the best interest of the Trust as a whole – considering what is best for the Trust and avoiding bringing the Trust into disrepute.
4. Devote sufficient time preparing for and attending meetings to ensure they add value to the Board's work.
5. Not benefit from their position beyond what is allowed by the law and what is in the interests of the Trust. The Trust's time and resources must be used prudently. Trustees should make their decisions based solely on the Trust's interests. They should not make decisions in order to gain financial or other material benefits for themselves, their family, or their friends.
6. Identify and promptly declare any actual, potential or perceived conflicts affecting them. They should excuse themselves from any discussion where there is any such conflict.
7. Be accountable to a range of interested parties for their actions and as such, decision making and governance issues should be as transparent as possible, except where confidentiality is required.
8. Respect the confidentiality of matters read and discussed.
9. Act jointly and accept a majority decision – making decisions collectively, standing by them and not acting individually unless specifically authorised to do so.
10. Work considerately and respectfully with all – respecting diversity, different roles and boundaries, and avoiding giving offence.