BBRCC Committee

Code of Conduct

1. Purpose and Scope

This Code of Conduct outlines the expected behaviour and responsibilities of all committee members of the Bangor Barden Ridge Comets Cricket Club (BBRCC). It ensures our leadership reflects the values of respect, integrity, transparency, and teamwork, fostering a positive environment for all members, players, and stakeholders.

- **This policy applies to:**
  - All office Bearers of the Bangor Barden Ridge Comets Cricket Club.
  - All Executives, Delegates and General members of the Bangor Barden Ridge Comets Cricket Club.

- **This policy does not apply to:**
  - Club Members
  - Parents/Guardians

2. Expectations

Bangor Barden Ridge Committee Members are expected to uphold the following standards whilst being a formal representative of the club:

- Act honestly, ethically, and with integrity.
- Represent the club in a professional and positive manner at all times.
- Respect the confidentiality of committee matters and club members' personal information.
- Make decisions in the best interests of the club, not personal gain.

3. Responsibilities

Bangor Barden Ridge Committee Members have a responsibility to uphold the following obligations:

- Attend meetings regularly and be punctual.
- Prepare for meetings by reviewing agendas and relevant documents.
- Actively participate in discussions and decision-making processes.
- Fulfil agreed roles and tasks in a timely and responsible manner.
- Support and promote club policies and procedures.
- Work collaboratively with fellow committee members, volunteers, players, and the wider club community.

4. Respect and Inclusion

Bangor Barden Ridge Committee Members are expected to:

- Behave in a manner supporting the BBRCC club philosophy, treating others with dignity, respect, and fairness, regardless of age, gender, ability, ethnicity, or background.
- Listen to others' viewpoints and encourage open, inclusive discussions.
- Following proper club procedures in order to address conflict constructively and respectfully, using mediation where needed.

5. Conflict of Interest

Bangor Barden Ridge Committee Members are expected to:

- Ensure they are acting in accordance with values and do not let personal connections prevent them from striving for BBRCC mission stated in the clubs philosophy, and act in an appropriate and fair manner when managing matters considered conflict of interest, such as

5.1 Personal Conflict of Interest

- A committee member votes on team selections, funding, or awards when their child or relative is involved.
- A member advocates for a coaching or captaincy appointment that involves a family member or close friend.

5.2 Business Conflict of Interest

- A member owns or works for a business that supplies uniforms, gear, or catering — and they influence decisions around choosing suppliers without declaring this.
- The club is seeking sponsorship or partnership and a committee member stands to personally (Not Professionally) benefit from the arrangement.

5.3 Dual Roles/Commitments Conflict of Interest

- Any members involved in a district cricket association are part of decisions that affect BBRCC's competition
- Members are not to seat positions other than general member on BBRCC committee if they seat positions (of any role), on another committee, of which main operations coincide with cricket season, including
  - ➢ Rival local cricket club
  - ➢ Governing body (local, state and/or national level)

5.4 Club Funding & Resources Conflict of Interest

- A member arranges to be paid for services (e.g. coaching, ground maintenance) without transparency or competitive process.
- Uses of club equipment or facilities for personal or unrelated business use without permission.

5.5 Disciplinary Bias Conflict of Interest

- In the case of a conflict or disciplinary issue being presented to the committee, involving someone a standing Committee Member is personally close to, and their involvement could compromise fairness, that member is to their connection and/or involvement to the committee and withdraw all input or decisions regarding the matter, as it could compromise fairness.

6. Confidentiality

Bangor Barden Ridge Committee Members are expected to:

- Maintain confidentiality on sensitive issues and committee discussions.
- Not disclose information without proper authorisation.

7. Breaches of Conduct

Bangor Barden Ridge Committee Members are expected to uphold all standards stated in the Committee Code of Conduct. Any breach of this Code may be addressed through:

- A formal warning from the BBRCC President, issued by BBRCC Secretary
- Mediation between parties involved.
- Referral to an independent panel or the relevant sporting association for further action. Repeated or serious breaches may result in removal from the committee.

8. Agreement

By accepting a role on the BBRCC Committee, members agree to uphold this Code of Conduct and support the ongoing development and positive culture of the club.