



## **Code of Conduct for NAPGC Adult Participants**

The NAPGC is committed to promoting a safe and positive environment for all those participating, working and volunteering in the sport of golf.

**To help us achieve this aim, all volunteers working on behalf of the NAPGC are required to comply with the Code of Conduct and adhere to these NAPGC core values at all times:**

- Be Inclusive – welcoming and enabling everyone to be involved with golf in England
- Be Honest – acting with integrity, trust, fairness, reliability and transparency
- Be Supportive – working together to make golf better for everyone, inspiring people to achieve their goals
- Be Excellent – continuously improving, exceeding expectations and setting high standards
- Be Responsible – being personally accountable and passionate about driving a strong future for golf.

We recognise that employees, volunteers and contractors involved in sport have a great opportunity to be a positive role model and help build an individual's confidence and performance.

**As an NAPGC participant, you have the right to:**

- Be safe, and protected from harm, in an environment free from bullying, fear and harassment.
- Be respected, treated fairly and listened to.
- Enjoy the sport as you develop and achieve.
- Ask for help when something is not right.
- Report concerns to an NAPGC representative.
- Report concerns anonymously via our Whistleblowing procedure.
- Expect any concerns to be taken seriously and acted upon.

**As an adult participant, NAPGC expect you to respect:**

- The rules, regulations and requirements of golf, including, but not limited to any competitions in which you participate either directly or indirectly.
- The rights, dignity and worth of all people involved in golf, regardless of race, age, sex, gender reassignment, sexuality, religion or belief, marriage and civil partnership, disability, pregnancy or maternity or background.
- The rights, dignity and worth of Children, Young People and Adults at Risk, ensuring that you are aware of safeguarding best practice guidelines when interacting with others.



- The reputations of NAPGC, participants, and the sport – You will not publicly make comments about other participants, coaches, officials or NAPGC volunteers that could unjustly damage their reputation.
- The position you hold within the sport, conducting and dressing yourself in the appropriate manner.
- The confidentiality and sensitivities regarding personal information you are privy to.
- NAPGC Official, accepting their decisions.

**In line with NAPGC core values, you will:**

- Display high standards of behaviour, punctuality, attendance and appearance at all times, as an ambassador for the NAPGC and the sport
- Recognise that individuals bring different qualities and attributes, but that together WE will excel.
- Always consider the safety and wellbeing of other participants before performance and results.
- Welcome/cooperate with other participants, spectators and volunteers.
- Report all concerns, inappropriate behaviours (or behaviour that falls below the standard set out in this Code of Conduct) to the National Welfare Officer (07808 314682), or any member of the England Golf Safeguarding Team (01526 351856 / [safeguarding@englandgolf.org](mailto:safeguarding@englandgolf.org)). In the event that you are unable to contact anyone on the above, please call 01526 354500.
- Ensure that everyone has the opportunity to participate in a fair and honest environment by rejecting cheating, abiding by the Anti-Doping policies and not taking illegal substances.
- Act responsibly and appropriately when consuming alcohol or other legal substances.
- Control your temper; you understand that verbal, emotional and physical abuse of any player, official, coach, or spectator is not acceptable or permissible behaviour.
- Display modesty in victory and graciousness in defeat; be sporting – win or lose.
- Observe safe practices during virtual sessions, by following the relevant guidance in the England Golf Safeguarding Children and Young People Policy.
- Communicate appropriately with young people in golf by following the best practice outlined in the England Golf Social Media Guide.
- Promote the positive aspects of golf to help others achieve their potential.
- Recognise the achievements of others and applaud their successes.
- Challenge and report any form of discrimination and prejudice observed.
- Enjoy the game and ensure others can also enjoy it.

**You recognise individuals participate in Golf to achieve, continually improve and have fun, and therefore will NOT:**

- Engage in bullying, harassment, discrimination, physical violence or use of inappropriate or abusive language – neither will you ignore these behaviours in others.
- Engage in anti-social behaviour or discriminative abuse which could include, but is not limited to, racism, sexism, antisemitic, Islamophobic, homophobic or transphobic.
- Form inappropriate relationships with junior players.
- Use social media to make inappropriate comments about a player, coach. Official, volunteer, or member of England golf staff.
- Argue with an official or participant during or after play.
- Deliberately distract or provoke another participant, coach or official.
- Use foul language, tell lies or gossip about others.
- Behave in such a way – either in person or online – so as to bring the NAPGC, or the sport, into disrepute.

***The commitments outlined within this Policy are in line with the legislation and definition of discrimination as set out in the NAPGC EDI policy***