KENSINGTON GARDENS BOWLING AND TENNIS CLUB
CODE OF CONDUCT

AMENDMENTS

Date	Summary of Amendment
17th September2019	Policy adopted by the Board of Management
19th October 2021	Template updated Policy reviewed and adopted with very minor changes
19th September 2023	Addition of Section 6 Creating and maintaining a child safe environment, and Section 8 Consequences for breaching the code of conduct
18th August 2026	Referring to the document KGBTC Complaint Handling Procedures in Section 7 Dealing with Complaints, and Section 8 Consequences of Breaching this Code of Conduct

1. OUR COMMITMENT

While participating in any activity held or sanctioned by the club, and undertaking any role held within the club, a participant will:

(a) Respect the rights, dignity and worth of others.

(b) Be fair, considerate and honest in all dealing with others.

(c) Be professional in, and accept responsibility for, your actions.

(d) Make a commitment to providing quality service.

(e) Abide by the constitution, rules, policies and procedures of the club.

(f) Be aware of, and maintain an uncompromising adhesion to the standards, rules, regulations and policies of the governing bodies, Bowls SA and Tennis SA, and local associations.

(g) Operate within the Laws of the Sports of Bowls and Tennis including national and international guidelines governing those sports.

(h) Maintain the highest possible standards of sportsmanship, whether as a player or spectator.

(i) Refrain from using your involvement with the Kensington Gardens Bowling and Tennis Club to promote your own beliefs, behaviours or practices where these make people uncomfortable or are inconsistent with those of the Kensington Gardens Bowling and Tennis Club.

(j) Demonstrate a high degree of individual responsibility especially when dealing with any person under 18 years of age, as your words and actions are an example.

(k) Avoid unaccompanied and unobserved activities with any person under 18 years of age, wherever possible.

(l) Refrain from any form of discrimination, harassment or vilification of others.

(m) Refrain from any behaviour that may bring the sports of bowls or tennis, or the Kensington Gardens Bowling and Tennis Club into disrepute.

(n) Provide and promote a safe environment for the conduct of the activity.

(o) Show concern and caution towards others who may be sick or injured.

(p) Be a positive role model.

(q) Understand your responsibility if you breach, or are aware of any breaches of this Code of Conduct.

2. PLAYERS

(a) **Play by the rules.**

(b) **Respect the decision of the officials.** Never argue with an official - if you need clarification, have your skipper, captain or manager approach the official during a break or after the competition

(c) **Work equally hard for yourself and your team** - your team's performance will benefit — so will you.

(d) **Be a good sport** - applaud all good plays whether they are made by your team or the opposition.

(e) **Show respect to and acknowledge opponents and officials** – demonstrate social and professional courteous behavior before, during and after games..

(f) **Play fair** — no verbal, sledging or vilification of officials, players or spectators or deliberately distracting or provoking an opponent.

(g) **Do not harass others.** Refrain from conduct that could be regarded as sexual or other harassment toward other participants (players, coaches and spectators)

(h) **Refrain from making audible obscenities** that may offend other players, spectators and neighbours.

(i) **Respect the rights, dignity and worth of all participants** - regardless of their gender, ability, cultural background or religion.

3. COACHES AND MANAGERS

(a) **Remember that players (especially young people) participate for pleasure.** Winning is only part of the fun.

(b) **Operate within the rules and spirit of your sport.** Help players to understand that playing by the rules is their responsibility.

(c) **Relate to officials in a courteous, polite and respectful way.**

(d) **Implement relevant sport safety policies and practices.**

(e) **Treat all players with respect at all times.** Be honest and consistent with them. Honour all promises and commitments, both verbal and written

(f) **Provide feedback in a caring and sensitive manner.** Avoid overly negative feedback.

(g) **Listen to your players** - ensure that the time they spend with you is a positive experience.

(h) **Recognise a player's right to consult with other coaches and advisors.**

(i) **Promote a culturally tolerant environment.**

(j) **Respect the rights, dignity and worth of all participants** - regardless of their gender, ability, cultural background or religion.

(k) **Keep up to date with coaching practices and qualifications** – ensure you understand the principles of growth and development.

(l) **Uphold the club's child safe policy** – ensure you are aware of your mandated responsibility to report suspicion of child abuse and neglect.

(m) **Physical contact with a young person must be appropriate** – is it necessary for the player's skill development?

(n) **Avoid developing any 'special' relationships with children** – ensure that you show no favouritism such as the offering of gifts or special treatment. This includes intimate relationships and personal online social networking with members.

(o) **Do not exploit any coaching relationship** to further personal, political or business interests at the expense of the best interests of the player.

4. PARENTS GUARDIANS AND SPECTATORS

(a) **any physical contact with a young person must be appropriate.** Is it necessary for the player's skill development?

(b) **Remember that players participate in sport for their enjoyment,** not yours.

(c) **Encourage participants to play according to the rules.** Settle disagreements without resorting to hostility or violence.

(d) **Never ridicule or yell at a child** for making a mistake or not winning.

(e) **Applaud good performance and efforts** from all individuals and teams.

(f) **Congratulate all participants** regardless of the game's outcome.

(g) **Condemn the use of violence, verbal abuse or vilification in any form** regardless of whether it is by spectators, coaches, officials or players.

(h) **Respect the officials' decisions.** Encourage children to do likewise.

(i) **Show appreciation for coaches, officials and administrators.** Remember they are usually volunteers.

(j) **Follow the correct processes if you have an issue or complaint.**

5. MEMBERS OF THE BOARD OF MANAGEMENT AND SECTION COMMITTEES

(a) **Demonstrate commitment to the vision, mission and values of the Kensington Gardens Bowling and Tennis Club.**

(b) **Ensure you are aware of your legal responsibilities.** In particular, this includes the responsibility to provide a child safe environment, abide by liquor licensing requirements, and responsibilities for due diligence under the Work Health and Safety legislation.

(c) **Attend promptly and thoroughly to responsibilities allocated as a Board or Committee member.** Be willing and able to make the time to undertake the role appropriately, including attendance at Board and relevant Committee meetings

(d) **Maintain strict impartiality with decisions in your role.**

(e) **Accept collective responsibility for decisions.** Board and Committee members discuss and debate matters fully but once decisions are reached, every member has an obligation to support that decision.

(f) **Be willing and able to ask difficult questions and pursue unpopular issues** where this is in the best interests of the club.

(g) **Be independent of mind and action.** Think and act in the best interests of the club as a whole.

(h) **Avoid conflicts of interest, and avoid acting in one's own personal interest.** In the event that a conflict of interest arises you must declare that conflict, and abstain from voting on the matter.

(i) **Be professional in, and accept responsibility for, your actions.** Your language, presentation, manners and punctuality should reflect high standards.

(j) **Be fair, considerate and honest in all dealings with others.**

(k) **Act to resolve conflicts fairly and promptly though established procedures.**

(l) **Ensure your club is accessible for all to participate.**

(m) **Create pathways for young people to participate in the club.** Give them "a say" on decisions that affect them, and most importantly listen to them.

(n) **Direct coaches and officials to highlight appropriate behaviour and skill development.**

(o) **Encourage everyone's emphasis on fair play** not winning at all costs.

(p) **Give access to the code of behaviour sheet to spectators, parents, guardians, coaches and players** and encourage them to follow it.

(q) **Provide a positive role model for others.** Your behaviour and comments should be positive and supportive of the club and individuals within the club.

(r) **Adopt and implement relevant sport safety policies and practices.**

(s) **Promote a culturally tolerant environment.**

(t) **Respect the rights, dignity and worth of all participants** regardless of their gender, ability, cultural background or religion.

6. CREATING AND MAINTAINING A CHILD SAFE ENVIRONMENT

Caring for children and young people brings additional responsibilities for members and volunteers of this organisation.

Members and volunteers of this organisation will:

(a) Ensure the safety and welfare of the child or young person is paramount at all times.

(b) Treat all children and young people with dignity, equality and respect.

(c) Adhere to this organisation's child safe policy at all times.

(d) Listen and respond appropriately to the views and concerns of children and young people within the organisation.

(e) Take all reasonable steps to ensure the safety and protection of children and young people within the organisation.

(f) Ensure children and young people understand their rights explaining to the child in age-appropriate language what they can expect when participating in a service, activity or program offered by the organisation.

(g) Respond quickly, fairly and transparently to any serious complaints made by a child, young person or their parent/guardian.

(h) Be alert to children or young people who have been harmed or may be at risk of harm, and notify the **Child Abuse Report Line on 13 14 78** as soon as practicable if they have a reasonable suspicion that a child or young person has been harmed, or is at risk of being harmed.

Members and volunteers of this organisation must not:

(a) Take part in any unnecessary physical contact with a child or young person.

(b) Discriminate against any child or young person because of age, gender, cultural background, religion, vulnerability or sexuality.

(c) Develop any 'special' relationships with children or young people outside of the professional relationship.

7. DEALING WITH COMPLAINTS

In the event that there is an alleged breach of this Code of Conduct, the matter is to be handled in accordance with the provisions of the KGBTC Complaint Handling Procedures.

8. CONSEQUENCES OF BREACHING THIS CODE OF CONDUCT

The consequences of breaching the code of conduct will be determined with reference to the document KGBTC Complaint Handling Procedures. Consequences will be proportionate to the severity of the breach, and may include:

(a) A direction that the individual make a verbal and/or written apology;

(b) A written warning;

(c) A direction that the individual attend counselling to address their behaviour;

(d) Withdrawal of any awards, records, achievements bestowed in any activities held or sanctioned by the club;

(e) In the case of a coach or official, a recommendation that the relevant organization de-register the accreditation of the coach or official for a period of time or permanently

(f) Suspension from duties

(g) Suspension of the individual's membership, appointment or engagement;

(h) Cancellation of club membership.

9. POLICY REVIEW

This policy will be reviewed biennially to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

SIGNATURES:

Signed: Ken Watson — Club Chairperson

Date: 18/8/2026

Signed: Neil Jones — Club Secretary

Date: 18/8/26