

Glynneath Golf Club

Member Code of Conduct

1. Purpose

Glynneath Golf Club is committed to providing a welcoming, safe and inclusive environment where everyone can enjoy golf and the Club's facilities with mutual respect and consideration.

This Code of Conduct sets out the standards of behaviour expected of everyone connected with the Club. It reflects the values of Glynneath Golf Club and helps promote a positive culture that benefits members, visitors, volunteers, staff and the wider community.

2. Who the Code Applies To

This Code applies to all members of Glynneath Golf Club.

The Club also expects visitors, guests, volunteers, staff, contractors and anyone representing the Club to uphold the principles contained within this Code whilst on Club premises or acting on the Club's behalf.

Members are responsible for ensuring that their guests conduct themselves appropriately whilst using the Club's facilities.

3. Our Values

The success of Glynneath Golf Club depends not only on the quality of its facilities, but also on the way people treat one another.

Everything we do should be guided by the following values:

Respect

We treat everyone with courtesy, dignity and consideration. We value different opinions, communicate respectfully and recognise the contribution made by members, staff, volunteers and visitors alike.

Integrity

We act honestly, fairly and responsibly. We uphold the Rules of Golf, respect the Club's policies and make decisions that support the long-term interests of the Club.

Inclusion

We are committed to creating an environment where everyone feels welcome, respected and able to participate without fear of discrimination, harassment or exclusion.

Sportsmanship

We embrace the traditions and spirit of the game by competing fairly, respecting fellow competitors, accepting decisions gracefully and demonstrating humility in both success and disappointment.

Stewardship

We recognise that we are custodians of the Club's course, facilities, finances and reputation. We take pride in protecting and improving the Club for current and future generations.

These values underpin the standards of behaviour expected throughout this Code.

4. Expected Standards of Behaviour

Everyone connected with the Club is expected to:

- Treat others with courtesy, honesty and respect at all times.
- Help create an environment that is welcoming, inclusive and enjoyable for everyone.
- Respect the authority and reasonable decisions of the Committee, Club officials and employees acting within their responsibilities.
- Follow the Rules of Golf, Local Rules and Competition Terms where applicable.
- Comply with the Club's Constitution, Rules, policies and procedures.
- Respect Club property, equipment and the golf course, helping to maintain high standards throughout the Club.
- Behave responsibly when using the Club's facilities.
- Raise concerns or disagreements through the Club's established procedures rather than through personal confrontation or inappropriate public criticism.
- Protect the reputation of Glynneath Golf Club through their conduct both within the Club and, where appropriate, in public or online.

5. Unacceptable Behaviour

The following behaviours are inconsistent with the Club's values and will not be tolerated:

- Bullying, intimidation or harassment.
- Discrimination or victimisation of any person.
- Threatening, abusive, aggressive or violent behaviour.
- Offensive, abusive or discriminatory language.
- Deliberate damage to Club property or facilities.
- Theft, fraud or other dishonest conduct.
- Conduct that places the safety or wellbeing of others at risk.
- Serious or repeated breaches of Club Rules or policies.
- Behaviour that is likely to bring the Club into disrepute.

This list is not exhaustive, and other behaviour may also be considered unacceptable depending on the circumstances.

6. Equality, Diversity and Inclusion

Glynneath Golf Club is committed to treating everyone fairly, with dignity and respect.

The Club will not tolerate discrimination, harassment or victimisation on any unlawful or inappropriate grounds and expects everyone to contribute positively towards an inclusive environment where all individuals feel welcome and valued.

7. Alcohol, Drugs and Personal Responsibility

Glynneath Golf Club encourages members and visitors to enjoy the Club's facilities responsibly.

Everyone is expected to behave in a manner that is respectful of others and does not compromise the safety, wellbeing or enjoyment of fellow members, visitors, staff or volunteers.

Excessive alcohol consumption is not an excuse for unacceptable behaviour. Members remain responsible for their actions at all times and are expected to drink responsibly whilst on Club premises or when representing the Club.

The possession, use or supply of illegal drugs on Club premises is strictly prohibited and may be reported to the police where appropriate.

Any behaviour associated with alcohol or drug use that breaches this Code of Conduct may be dealt with under the Club's Disciplinary Policy and Procedure.

8. Online Conduct and Social Media

Members are encouraged to communicate positively and respectfully when discussing the Club online.

Constructive feedback and open discussion are welcomed. However, members should not:

- Publish abusive, threatening or defamatory material.
- Harass or intimidate others through electronic communications.
- Share confidential Club information without appropriate authority.
- Deliberately damage the reputation of the Club, its members, volunteers or employees through inappropriate online conduct.

Nothing in this Code prevents members from raising legitimate concerns through appropriate Club procedures.

9. Concerns and Reporting

Anyone who experiences or witnesses behaviour that falls below the standards set out in this Code is encouraged to report their concerns through the Club's appropriate procedures.

The Club will seek to deal with concerns fairly, proportionately and, where appropriate, confidentially.

10. Breaches of this Code

Alleged breaches of this Code may be considered under the Glynneath Golf Club Disciplinary Policy and Procedure.

Any investigation or disciplinary process will be conducted fairly, impartially and in accordance with the principles of natural justice.

11. Review

This Code of Conduct will be reviewed periodically by the Committee to ensure it remains appropriate, reflects best practice and continues to support the Club's values and objectives.

Version 1.01

Approved by the Management Committee on 03/08/2026

