

Code of Conduct



Gliding is a sport that we all love and time spent at the airfield should be enjoyable and safe for all. The Midland Gliding Club is fully committed to the creation of a welcoming environment and the safeguarding and wellbeing of its members, visitors, contractors, and employees. Every member should, at all times, show respect and understanding for the rights, safety and welfare of others, and conduct themselves in a way that reflects these principles. As a condition of membership or employment all individuals must therefore be committed to a code of conduct which reflects these principles as follows:

- All club participants and visitors are entitled to expect courtesy, consideration and to be able to operate within a culture of respect and safety.
- The development and maintenance of a respectful and safe culture relies on mutual trust and a duty of care to one another.
- Therefore, the club management expects minimum standards of behaviour from members, their guests, employees and visitors.

The Midland Gliding Club strives to create an inclusive, positive environment for all. Examples of behaviour which contributes to such an environment include:

- Using welcoming and inclusive language
- Being respectful of different viewpoints and experiences
- Gracefully accepting constructive criticism
- Showing empathy towards others

The following are examples of behaviour that the club would consider undesirable and unacceptable:

- Aggression and Violence including abusive language, threats, or assaults.
- Bullying such as using power, strength, or authority to intimidate others and includes persistent ridiculing, ostracising, or spiteful gossip.
- Harassment meaning any behaviour or conduct which is inappropriate or unsolicited, unwanted, or unacceptable to the recipient making them feel upset, embarrassed, offended, isolated, threatened or humiliated based on their race, religion, gender or sexual orientation, disability, or age.
- Reckless, unsafe or malevolent personal behaviour or whilst using vehicles, aircraft or club equipment.
- Failure to declare a conflict of interest at the earliest opportunity when attempting to influence the club's affairs.

Instances of abusive, harassing or otherwise unacceptable behaviour may be reported to any member of the committee. In the event of any of the above unacceptable behaviour being directed towards you please do not retaliate. Note any witnesses, walk away and report the incident either to any club employee, committee member or in writing or by e-mail to the club secretary (secretary@midlandgliding.club). All complaints will be taken seriously, reviewed and investigated or escalated as appropriate. The identity of complainants and the subjects of complaints will be kept confidential at least until the investigation is complete and failure to abide by this policy could lead to suspension or exclusion of club members (see rule 27 MGC Rules and Regulations).

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James Moore

Chairman

Midland Gliding Club Limited