

PREN TON GOLF CLUB

CODE OF CONDUCT

1. Introduction

This Code of Conduct has been established following advice from:-

- England Golf,
- The National Golf Clubs Advisory Association
- The Official Guide to the Rules of Golf published by the Royal & Ancient Golf Club of St. Andrews

2. Management Board Statement.

Prenton Golf Club seeks to provide for all Members, Visitors and Guests (whether Golfing or Social) a welcoming, inclusive and friendly environment.

Accordingly, **everyone should understand**, that the standards of conduct and behaviour may be somewhat higher than those prevailing in wider society.

The Management Board set out below in broad terms the standards expected in this Code of Conduct. Any breach of this code may result in:

- A Club Member - being subject to proceedings under the Club Disciplinary Code.
- Visitors and Guests being asked to leave the premises

3. Raising a concern or complaint

(a) Complaints or concerns involving non-Members should be drawn to the attention of the General Manager. Ideally this should be done at the time of the concern. It may also be done in writing after the fact.

(b) Complaints or concerns about Members.

- Complaints or concerns in respect of the conduct of a Member or Group of Members should in the first instance be taken up with The General Manager who may try to resolve the situation immediately.
- If this is not possible the General Manager will advise that a formal written complaint should be raised under Club Rules as the only way to deal with the matter

4. CODE OF CONDUCT

4.1 This Code of Conduct should enable everyone to understand the expectations for conduct at Prenton Golf Club. The Code has two elements:-

- The General Code of Conduct (*General Code*) - The General Code states the standards expected anywhere on Prenton Golf Club premises and applies to Members and Visitors alike.
- The Players Code of Conduct (*Players Code*) The Players Code is adopted under the Official Guide to the Rules of Golf (2019). Specifically Rules 1.2, 1.3 and paragraph 5H of Committee Guidance. The Players Code is adopted as a "Local Rule" under the Rules of Golf.

4.2 Standards expected.

The following applies to **both the General & the Players Code:-**

(a) Personal conduct and dress on Club premises or the Golf course must always be of a high standard.

(b) Language in public or group situations, whether in or around the Clubhouse or grounds or whilst playing on the course, must always be appropriate and socially acceptable. Friendly banter is not banter if it is seen as inappropriate, offensive, discriminatory or lacking respect for individuals or groups. This same standard applies where Members are **privately** visiting other Clubs or playing in team matches representing the Club.

(c) Personal appearance should be appropriate to the circumstances and as indicated in any relevant Club policy and nature of event e.g. Dress codes for both the Course, Clubhouse, and grounds.

(d) Possession, consumption or distribution of any illegal or performance enhancing substance is strictly forbidden. It is considered injurious to the character, reputation and interests of the Club. Any Member **could, subject to "due process" under the Disciplinary code, be asked to resign or have their Membership cancelled for such activity.**

(e) All Members are required to behave without discrimination towards others on the grounds of age, disability, gender re-assignment, marriage and civil partnerships; pregnancy and maternity, race; religion or belief, sex or sexual orientation. Such **discrimination** is in contravention of current law.

(f) Responsible consumption of alcohol is part of the traditional enjoyment of a Golf Club and its sale will be in accordance with Premises Licence under the law of England & Wales. Irresponsible and excess alcohol consumption will not be supported or tolerated and staff will not serve alcohol to any person in contravention of this code any legal requirement or prohibition.

(g) Care must be taken on the use of all Social Media platforms. Nothing should be written or posted that is injurious or insulting to an individual Member, the Management or the staff of the Club or the name of Prenton Golf Club. Similarly, adverse comment should not be made about any other Golf Club or Member thereof.

(h) Prenton Golf Club deems that on payment of Membership, green fees or the attendance at a social event all Members, guests and visitors have given express consent to be bound by this Code of Conduct. Each group will be held responsible as follows.

- Club Members are subject to Club Rules and the Club Conduct & Disciplinary Code.
- Members will be held responsible for any misconduct of their guests.
- Golf Society organisers bringing groups to play and eat at Prenton will be responsible for the conduct of all Members of their group.
- Social event organisers are responsible for the conduct of those attending their event.

(i) **In addition the Players Code imposes the following standards backed by the Rules of Golf:-**

All players/golfers should:- (all following references are from Rules of Golf)

- conduct themselves in a sportsmanlike manner and show respect to employees, Officials or fellow players on the course.
- show the necessary respect for the traditions & etiquette of the game and the Rules of Golf at all times,
- always follow established Golf etiquette respecting the course, such as: Looking after the

- course - repairing pitch marks, replacing divots, raking bunkers etc.
- Carry a Players edition of the Rules of Golf when playing, either in book format or the Rules App.
- Check regularly for Local Rules of the course. Rule 1.3b places a responsibility of knowing and for applying the Rules on the player.
- Be aware of the terms of each competition and apply them including entering scores on computer systems as required
- Demonstrate fair play both on and off the course
- Mobile phones may be carried should be switched to silent on the Golf course,
- Be aware of best practice means of avoiding slow play and apply them
- apply Ready Golf principles Rule 6.4b (2)
- Be aware of Rule 5.6b - Allow other Golfers to play through as appropriate, waving the following group through when searching for lost balls and maintaining the speed of play by keeping up with the group in front. If in doubt play a provisional ball under Rule 18.3
- Be aware of and comply with the Club Dress Code on the course,

5. Classification of Conduct

For the purposes of this Code of Conduct Prenton Golf Club classifies Conduct under the headings of Poor Conduct, Misconduct or Gross Misconduct.

The list below gives examples but is not exhaustive and may apply whether in the Clubhouse, surrounds, the practice facilities or playing on the course.

5a Poor Conduct

General

- Any conduct which causes offence, is inappropriate in the circumstances, is discourteous or below the standards expected.
- Inappropriate or bad language and shouting loudly and inconsiderately
- Inappropriate comments on social media platforms
- Minor Dress Code failings
- Ill-mannered behaviour
- Minor breaches of Club Regulations

Players

- Improper treatment of equipment, including throwing of Clubs
- Interference with other groups of players
- Use of Club other than within the intentions of the game e.g. damaging trees with Clubs etc
- Failure to complete a round when representing the Club in any sanctioned tournament/inter-Club match
- A breach of the Rules of Golf
- Minor dress code failings

5b Misconduct

General

Inappropriate, abusive or threatening language, shouting, discourteous or rude behaviour towards:-

- Club employees,
 - Members and their guests,
 - Golf and social visitors,
 - Visitors attending private functions,
 - Members of the Management Board and committees,
 - The Golf Professional or his staff.
 - The Caterer and her staff.
- (i) The consumption of alcohol leading to poor conduct.
- (ii) Referring to Prenton Golf Club and its Members in a way likely to impinge on the reputation of the Club or a named individual on social media platforms (Facebook, Twitter, Instagram and similar) or widely circulated e mails or messages (texts, WhatsApp messaging or similar).
- (iii) Failing to pay visitor green fees.
- (iv) Intentional failing to pay subscriptions when due.
- (v) Breaching the Club's smoking regulations
- (vi) Consuming food and alcohol within the licensed premises of the Club but not purchased from the Club (unless with consent and payment of a corkage fee.)
- (vii) Misuse of or damage to Club property
- (viii) Refusal to follow guidance/instructions from a Member of staff e.g. (Fire Alarm activation requiring evacuation – real or for practice purposes)
- (ix) Minor or unintentional breaches of the Club Health & Safety Policy.

Players

- Breach of Club Rules or Regulations.
- Breach of Rules of Golf or Handicapping Regulations
- Breach of Local Rules or Terms of a Competition
- Behaviour bringing the Club into disrepute
- Excessive or offensive bad language
- Persistently ignoring the Dress Code
- Verbal abuse or threatening behaviour to another player
- Serious interference with play through slow play/Failure to apply Ready Golf principles
- Breaking Clubs

5c. Gross Misconduct

Actions considered so serious in nature that may, for a Club Member, after due process under the Disciplinary Code, give rise to suspension from social or competition play on the course, suspension of Golf handicap or suspension or expulsion from Membership.

General

Gross misconduct may include;

- Repeated instances of minor misconduct (e.g. A Member has two written warnings on record when another complaint is made and substantiated)
- Physical assault and/or the use of threatening or offensive behaviour/language to
 - Club Member,
 - guest, visitor,
 - Employee
 - Members of the Management Board or Committees,
 - Golf Professional and Golf shop employees.
 - The Caterer, catering or bar staff
- Alcohol consumption or drug abuse leading to a lack of personal control.
- Deliberate or consistent breach of Club Rules or regulations
- Referring to Prenton Golf Club and its Members in a way likely to impinge on the reputation of the Club or named individual on social media platforms (Facebook, Twitter, Instagram and similar) or widely circulated e mails or messages (texts, WhatsApp messaging or similar).
- All theft of property.
- Persistent or reckless damage to Club property.
- Bringing the Club into disrepute by action at other Clubs whether representing PGC or not.
- Causing loss, damage or injury through gross negligence.
- Serious breach of the Club Health & Safety Policy
- Unlawful discrimination of any kind.

Players

- Persistent and deliberate breaches of Rules of Golf, Handicapping Regulations, Terms of Competition, Dress Code
- Serious misuse of alcohol or drugs on the course
- Abuse of a player, official, Member, guest or Member of the public
- Verbal harassment of any kind including foul or vulgar language

6. Sanctions and Penalties

All written complaints made under the Club Rules are considered under these Codes and dealt with by due and appropriate process under the Complaints, Conduct and Disciplinary Procedure.

A guide to the possible sanctions available, that can be imposed by the Disciplinary Panel appointed under the Disciplinary Code, is listed below but are not exhaustive.

(a) There is no penalty under the Rules of Golf for failing to act “within the spirit of the game”, except that the Committee may disqualify a player for acting contrary to the spirit of the game if it finds that the player has committed a serious misconduct.

(b) However, in adopting ***the Players Code*** as a Local Rule, Prenton Golf Club may impose penalties under the Rules of Golf, at its discretion, on any finding of misconduct of any level.

(c) In the case of a determination of Gross Misconduct the Panel, as well as imposing a penalty under the Rules of Golf and/or the Local Rule under the Players Code, may refer the matter to the General Manager for further action under the General Code..

The Sanctions

Poor Conduct

If no previous offences, any one of the following sanctions is possible:

1. Verbal warning with notice on file;
2. Written warning issued to Member;
3. Penalty under the Rules of Golf or a short suspension from Competition play.

Repeated findings of Poor Conduct will be treated as Misconduct.

Misconduct

If no previous offences any one of the following could be adopted depending on the seriousness of the matter:

1. Written/Verbal warning issued to Member;
2. Penalty under Rules of Golf
2. Period of suspension from Play, competition Golf recommended by Disciplinary Panel;

If the offence is considered serious, or there are other recent offences, then a step can be passed at the discretion of the Disciplinary Panel.

Gross Misconduct

Depending on the seriousness of the matter any one of the following actions may be adopted;

1. For a first transgression a written *final* warning as to future conduct.
2. Period of suspension from all play, from competition play, imposed by Disciplinary Panel;
3. Long period of suspension(more than 1 month) or expulsion from the Club for the most serious matters.

NOTE. A clean slate policy will apply to any adjudicated matter after a period of 12 months has passed from date of the expiry of the last sanction/penalty.

7. Conclusion

Members having any suggestions as to the content of the Code of Conduct should initially write to the General Manager.