



Members Code of Conduct

1. Opening Statement

This Code of conduct applies to all categories of members of the Bexhill Sailing Club. The code applies to all locations at the club, both ashore and afloat. (Poor conduct in relation to a racing event should be dealt with under the Racing Rules of Sailing). The code also applies to all Sailing Club related use of digital platforms including, but not limited to, email and social media. Any concerns about conduct at the club should be reported to the Club Welfare Officer or the Commodore, if the Welfare Officer is not available.

2. About This Code of Conduct

This Code sets out the behavioural standards that are expected of members.

Bexhill Sailing Club aims for all members to:

- Enjoy safe participation, without fear of abuse or harm
- Be treated with respect and dignity
- Not to be discriminated against
- Feel able to raise complaints and concerns easily and without fear of reprisal
- Know that the Sailing Club will act on complaints or concerns about behaviour

A breach of this code may result in disciplinary action being taken by the Executive Committee. Any breaches should be reported to the Welfare Officer.
(contact details below)

3. Behaviour We Expect

- Abide by the rules and policies of the Sailing Club as adopted from time to time.
- Treat others fairly, and with respect and dignity, including all officials, volunteers, instructors, coaches, irrespective of their identity, both in person and when communicating online
- Be welcoming to everyone
- Encourage a culture of inclusivity
- Encourage positive and constructive feedback

- Recognise and respect the contribution made by Sailing Club volunteers and encourage people to play a full role in the Sailing Club
- Embrace the RYA Racing Charter
- Understand their role in supporting the culture and success of the Sailing Club
- Accept responsibility for their actions and conduct
- Use the Sailing Club's established procedures to raise a concern

4. Unacceptable Behaviour for Members

- Engaging in any abusive, threatening bullying or inappropriate behaviour towards anyone at the Sailing Club or allow this behaviour to go unchecked and unreported
- Using inappropriate language or behaviour towards participants at the Sailing Club including, but not limited to, sexually suggestive behaviour/language, unwanted/unnecessary physical contact and language or conduct intending to intimidate or threaten individuals.
- Engaging in any form of sexual harassment
- Engaging in any form of behaviour that may bring the Sailing Club, or the RYA, into disrepute
- Attempting to silence, intimidate or disregard, anyone who wishes to raise a concern

5. Reporting & Disciplinary Action

Conduct that makes you feel uncomfortable should be reported to

The Club Welfare Officer

Mary Westhead (email honsec@bexhillsailing.club) Tel 07775801957

If the Welfare Officer is unavailable, please contact the Commodore.

Any breach of this code may be dealt with in accordance with the Sailing Club's disciplinary process as outlined in the Constitution.

6. Review

REVIEWS	
DATE	SIGNED
Adopted 15th December 2025	M Westhead Welfare Officer
December 2026	