



Blackwell Club

84 Linthurst Newtown, Blackwell, Bromsgrove, Worcs. B60 1BS Tel:0121 445 2134

Blackwell Club Members & Guest Code of Conduct

Introduction

Blackwell Club is a members club providing a friendly and welcoming atmosphere that does not discriminate on the grounds of gender, age, race, religion or belief, sexual orientation, or disability. Our members needs are prioritised first and foremost, guests & visitors are welcomed, and all enjoy our bar, garden terrace and many events and activities throughout the year.

Members, Guests, and Visitors – Code of Conduct

Blackwell Club deems that upon payment of membership, all members, guests, and visitors have given their consent to be bound by both the restrictions and penalties imposed by this code of conduct. Members shall be liable for any breach committed whether by themselves or their guests.

The intention of this is to establish clear and acceptable behaviour expectations for Blackwell Club members, guests, and visitors,

It is not intended to restrict the rights of anyone but rather to ensure that all members, guests, and visitors can expect to be treated with respect while enjoying the facilities of Blackwell Club.

Responsibilities

- Members must always act within club rules. These can be found on the club website. No member shall be absolved from their effect on any allegation of not having received a copy.
- Be respectful to all those you come into contact with at Blackwell Club. Respect diversity, different roles and boundaries, and avoid giving offence. Do not engage in any form of sexual, racial, religious discrimination or harassment. Do not conduct yourself in any rude or immoral manner, including the use of profane language, gestures, insults, or other such misbehaviour.
- The use of foul or abusive language such as swearing has no place in Blackwell Club and any member heard using unacceptable or offensive language will be asked to either stop or leave the premises. Where someone is observed consistently using bad language after being warned then their continued membership will be reviewed accordingly. Whilst



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fully acknowledging that adult banter contributes to increasing a healthy atmosphere amongst members, these rules are to safeguard others who should not have to hear language that they would not personally use or make people feel uncomfortable.

- Blackwell Club welcomes members & Guests children, however we expect that all children will be supervised by their parents or guardians who shall be responsible for their behaviour at all times.
- When using social media in connection with the club, its officials, or members, do so in a manner which could not be deemed offensive. You are asked to consider the impact of publicly expressive negative issues relating to the Club, its officials, or members on social media. Any such issues should be raised in line with the process outlined in this Code of Conduct for dealing with complaints and protests.
- In no case shall a staff member of the club be reprimanded directly by a member or entitled to enter discussion with a member on any instructions passed to them by the committee.
- As well as avoiding actual impropriety, conduct yourself in a manner which does not damage or undermine the reputation of the Club (especially when you are representing the club) and do not take part in any activity which conflicts with the objects of the Club, or which might damage the reputation of the Club.

Complaints

All complaints must be made in writing addressed to the Secretary and signed by the person complaining. The Secretary shall submit all complaints and protests to the Committee for consideration at a properly convened meeting or earlier if required. The decision of the Committee shall be final and binding upon all concerned.

Disciplinary procedures

Should the conduct of any Member of the Club give concern to the Committee, either by observation or intimation and is such that the reputation of the Club may suffer as a result, the Committee may take whatever action they deem fit to rectify the situation in terms of



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suspension or expulsion from the Club. Such member shall have the right of audience before the Committee prior to any decision being taken and said decision reported to the Member in writing. In terms of discipline, the decision of the Committee shall be final.

Blackwell Club Committee
August 2023.